

## **PROGRAM OUTCOME**

Competency 1: Demonstrate ethical and professional behavior

Competency 2: Engage diversity and difference in practice

Competency 3: Advance human rights and social, economic, and environmental justice

Competency 4: Engage in practice-informed research and research-informed practice

Competency 5: Engage in policy practice

Competency 6: Engage with individuals, families, groups, organizations, and communities

Competency 7: Assess individuals, families, groups, organizations, and communities

Competency 8: Intervene with individuals, families, groups, organizations, and communities

Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities

- Able to understand social work as a profession, its various ideologies and awareness of values and ethics of the social work profession.
- Able to demonstrate familiarity with Casework processes, tools and techniques and their application in Professional Social Work Practice.
- Able to demonstrate familiarity with groupwork processes, tools and techniques and their application in Professional Social Work Practice.
- Able to demonstrate familiarity with Community work processes, tools and techniques and their application in Professional Social Work Practice.
- Able to understand Programmes and projects of governmental and nongovernmental organizations and critically appraise them
- Able to understand the sociological concepts and notions of society, of economics and political framework in the context of social welfare
- Able to understand concepts related to psychology and social psychology and its relevance to Social Work
- Able to understand theories related to sociology and psychology and their application in developing social work interventions.
- Able to understand concept and manifestation of social problems
- Able to understand preventive and remedial measures for addressing contemporary social problems and role of social work in addressing them
- Able to conduct research and application of different methods and tools of data collection
- Able to understand the concept of human rights and its significance to the Social Work profession
- Able to understand the application of human rights to the various practice domains of the profession

- Able to prepare modules and strategies for social advocacy to bring sustainable social change
- Able to understand the basics of Entrepreneurial Skill
- Able to form small groups with different age and gender groups
- Able to undertake case work with different age and gender groups in different settings
- Able to understand the basics of counseling and guidance and its theories
- Able to develop application of various counseling techniques with special groups
- Able to understand the basics of counseling and guidance
- Able to understand the theories of counseling
- Able to develop application of various counseling techniques with special groups
- Able to understand various types of programme media and their application in the various setting
- Able to develop understanding of concept of social policy and social planning
- Able to understand Concept and nature of Development and Human Development
- Able to understand contemporary fields of social work practice like health, disaster management, environment and identify the role of a professional social worker in these diverse settings
- Able to develop skills of Observation, Listening, Interviewing, Home Visits, Rapport Building, Resource Mobilization and Recording.
- Able to develop skills of Facilitation, Analytical Thinking, Leadership Building, Programme Planning, Evaluation and using Programme Media in groups
- Able to develop and sharpen skills for using media, information and digital communication.
- Able to develop skills of data collection, organization, presentation, analysis and report writing
- Able to know concept and basic features of NGO and project formulation
- Able to develop skills to use basic programme media and role of social workers in use of programme media.
- Able to understand the concept, importance and relevance of media and information literacy and develop understanding of social realities and issues from the lens of social media
- Able to understand the abilities and skills of successful entrepreneurs
- Able to develop professional attitude conducive to deal with human problems
- Able to understand the concept and place of field work in Social Work education and role of Social Worker in different settings
- Able to develop skills in Field Work like report writing, observation and Analysis
- Able to understand programme media Skills in planning Social Work interventions
- Able to develop skills of collecting and collating information to understand community, its structure and components.
- Able to write process oriented reports and engage in meaningful discussions during supervisory conferences
- Able to be acquainted with rural and tribal scenario and their socio-economic aspects through exposure in rural camp
- Able to learning the Skills and art of organizing and managing activities and events relating to camp.

## **SPECIFIC PROGRAM OUTCOME**

PSO 1: To impart education and training in professional social work in order to provide manpower in social welfare, development and allied fields capable of working at various levels of micro, meso and macro systems

PSO 2: To help students develop knowledge, skills, attitudes and values appropriate to the practices of social work profession.

PSO 3: To enable students develop creative thinking and ability to apply theoretical knowledge in practice of social work.

PSO 4: To facilitate interdisciplinary approach for better understanding of social problems, situations and issues of development.

## **SUBJECT OUTCOME**

### **Semester I**

#### **HBW1A Social Work Profession - History and Philosophy**

1. Familiarize students to the core values and philosophy of social work profession and enable them to imbibe these values into their professional self.
2. Enable students to understand and differentiate social work and other related terms.
3. Understand the context of emergence of social work as a profession.
4. Understand the nature of Social work practice in different settings
5. Understand basic sociological concepts and social formations
6. Develop skills to analyse and understand Indian society
7. Learn to apply sociological insight and approaches in social work practice
8. To understand and analyse community as a dynamic entity
9. To comprehend the concept, context and strategies of community work
10. To develop commitment to the cause of the people on the margins
11. Understand the history of social work approaches with respect to underlying ideologies and philosophies.
12. Appreciate social work as a profession and to recognize the need and importance of Social Work Education, Training and Practice.
13. Identify the importance of professional values and ethics in social work practice.

14. Understand different fields of social work intervention and the issues and concerns of social work practice in India.
15. Understand the social movements and role of social reformers in social welfare. •
16. Understand the present issues faced by social work profession.

### **HBW1B Work With Individuals (Case Work)**

1. Understand social casework as a method of social work practice.
2. Develop capacity to understand and accept the uniqueness of individuals and work towards strengthening personality of clients by fostering skills of self-help.
3. Understand the process involved in social work in individualized situations. \
4. Develop self-awareness and skills in working with individual clients as well as family systems.
5. Able to demonstrate familiarity with Casework processes, tools and techniques and their application in Professional Social Work Practice.
6. Able to develop skills of Observation, Listening, Interviewing and Home Visits, Rapport Building, Resource Mobilization and Recording.
7. Understand Social Case Work as a method of Social Work and apply it as an intervention method.
8. Demonstrate knowledge of the values and Principles of Social Case Work and to develop the capacity to practice them.
9. Acquire the required skills for practicing social case work.
10. Demonstrate ability to adopt a multi- dimensional approach in assessment.
11. Able to document and social case work practice
12. Apply social case work method in various settings.

### **HBW1C Work With Groups (Group Work)**

1. Develop understanding of group work as a method of professional social work
2. Gain insight into various dimensions of group processes and group work practice

3. Develop competencies for working with groups in diverse settings
4. Able to demonstrate familiarity with Group Work processes, tools and techniques and their application in Professional Social Work Practice
5. Able to develop skills of Facilitation, Analytical Thinking, Leadership Building, Programme Planning, Evaluation and using Programme Media in groups
6. Understand Social Group Work as a method of Social Work and apply it as an intervention method.
7. Demonstrate skills to apply the method for development and therapeutic work
8. Understand the scope of Social Group Work in different settings.
9. Understand group work as an instrument of change/development in individual in groups
10. Develop skills to work with different stages and record the process
11. Display therapeutic skills for Group Work practice

#### **HBWXA Social And Psychological Foundations For Social Work**

1. Able to understand psychological concepts and its relevance to Social Work
2. Able to understand the basic concepts and processes in social psychology and its relevance to Social Work
3. Able to understand determinants and processes of personality development
4. Able to understand social attitudes and psycho-social behaviour

#### **HBW11 Field Work Practicum I**

1. Able to understand the concept and place of field work in Social Work education
2. Able to understand and develop self-awareness and orientation to field work
3. Able to explore role of Social Worker in different settings
4. Able to develop skills in Field Work like report writing, observation and Analysis

#### **Semester II**

### **HBW2A Community Organization & Social Action**

1. Able to demonstrate familiarity with community organization and social action as methods of social work profession
2. Able to develop skills of collecting and collating information to understand community, its structure and components.
3. Able to gain the experience and exposure to practice community organization and social action at micro and macro levels
4. Able to understand the relationship of community organization and social action with other methods of social work
5. Imbibe values and commitment for the people on the margins
6. Understand the concepts relevant for application of social action and social movement in responding to the critical social reality
7. Apprise and develop skills in the use of various approaches and techniques relevant to social action and movements

### **HBW2B Social Work Research and Statistics**

1. Understand the application of scientific methods in furthering knowledge base of social work.
2. Understand the nature, scope and significance of research in social work practice.
3. Develop competence in conceptualizing, designing and implementing research using quantitative paradigms and techniques.
4. Understand the role of qualitative methods of research in social work theory building and practice enhancement.
5. Understand the nature and application of alternative research paradigms in a practice profession like social work.
6. Develop skills in conceptualizing, designing and executing qualitative research studies.
7. Able to demonstrate ability to be able to conduct research, and to do this with an understanding of the application of different methods and tools
8. Able to develop skills of data collection, organization, presentation, analysis and report writing
9. Develop an understanding about the scientific approach to human inquiry

10. Understand Social research as a method of social work and to develop the appropriate skills to effectively implement the research methods and techniques in the field.
11. Demonstrate skills in literature search
12. Able to design research proposals
13. Understand the relevance and able to carry out appropriate statistical analysis in social work research.
14. Independently evaluate different methodological approaches within qualitative research

### **HBWEA Disaster Management**

1. Develop understanding of disasters and disaster management
2. Acquire a critical perspective of the policy framework, institutional structures and programmes for disaster management in India
3. Understand the process and techniques of empowering communities in disaster preparedness and mitigation
4. Learn the nature and scope of psychosocial care in disaster management
5. Able to understand the impact of hazards and disasters
6. Able to respond in vulnerable and emergency management to restore the quality of life
7. Develop perspective about the interrelatedness of human life and environment.
8. Develop an understanding of problems arising out of environmental degradation and globalization.
9. Study the role of social work practice in tackling environmental issues and disaster management.

### **HBWXB Gender and Development**

1. Understand the social construction of gender
2. Develop gender perspectives in analyzing social realities
3. Understand gender and development approaches and strategies with specific reference to India.

### **HBW21 Field Work Practicum II**

1. Able to understand Programmes and projects of governmental and nongovernmental organizations and critically appraise them
2. Able to understand role of professional Social Workers in different settings
3. Able to understand programme media Skills in planning Social Work interventions
4. Able to develop skills of writing record of the observation visits and engage in meaningful discussions during group interactions
5. Able to understand social work interventions in different areas
6. Able to prepare work plan and its execution
7. Able to form small groups with different age and gender groups
8. Able to apply programme media skills in social work interventions
9. Able to write process oriented reports and engage in meaningful discussions during supervisory conferences
10. Able to develop the ability to link theoretical learning with practical realities

### **Semester III**

#### **HBWCA Labour Legislations**

1. Students will know the development and the judicial setup of Labour Laws.
2. Students will learn the salient features of welfare and wage Legislations also to integrate the knowledge of Labour Law in General HRD Practice.
3. Students will learn the laws relating to Industrial Relations, Social Security and Working conditions and also learn the enquiry procedural and industrial discipline.

#### **HBWDA Medical Social Work**

1. Develop an understanding of the holistic concept of Health.
2. Understand and analyze different health problems in India

3. Assess the scope of social work methods in medical settings.
4. Demonstrate skills for interventions in medical social work practice.
5. Understand role and functions of a medical social worker in various settings
6. Analyse the standards of social work practice in health setting

### **HBWCB Human Resource Management Development**

1. Demonstrate knowledge of the major influences in human development.
2. Explain the structure and function of the brain.
3. Understand the developmental changes in various developmental stages across the life span.
4. Analyse the importance of developmental psychology in social work practice and be able to link with real life situations
5. Able to identify the use of theoretical concepts in lifespan stages in social work practice
6. Understand the theories related to human development
7. An understanding of the strategic issues and organisational challenges in Human Resource Management
8. Relevant management competencies, leadership skills and analytical capabilities in HR management
9. Insight into the different strategies and approaches commonly adopted in Development Practise
10. An appreciation of the issues of managing changes in Human Resource Management.
11. Access to a strong network and connections within the sector
12. Confidence to pursue a career in the Human Resource Management sector.

### **HBWDB Psychiatric Social Work**

1. Able to apply psychosocial Treatment Methods for persons with Mental and Emotional Disorders.
2. Understand Institutional approaches to provision of Mental Health Services.

3. Demonstrate knowledge and skill in the practice of Community Psychiatry and Rehabilitation

### **HBW3A Management of Organizations**

1. Understand the nature and context of development organizations as civil society initiatives
2. Develop skills in planning and management of civil society organizations
3. Understand contemporary development discourses and suitable strategies

### **HBWEC Counseling Theory and Practice**

1. Understand the nature and goals of counselling as a helping process
2. Understand the theoretical base underlying counselling practice
3. Learn to apply counselling skills while working with clients in various settings
4. Develop attitudes and inculcate values that enhance investment of self in the counselor's role.
5. Able to understand the basics of counseling and guidance
6. Able to understand the theories of counseling
7. Able to develop application of various counseling techniques with special groups
8. Able to understand linkages of counseling and guidance in Social Work
9. Understand the process, the skills necessary and the principles to be abided by in helping individuals
10. Acquire knowledge of the theoretical and therapeutic approaches in counselling and Psychotherapies
11. Demonstrate knowledge and skills in the process and techniques of Counselling and Psychotherapies
12. Demonstrate skills for ethical practice of counselling with different clients in various settings
13. Understand the concepts of Psychotherapy and various psychotherapeutic techniques
14. Demonstrate knowledge of skills and techniques of various psychotherapeutic interventions

### **HBWEE Social Policy and Social Legislation**

1. Develop an understanding of the nature of social policy in the cultural /social political, economic context.
2. Acquire knowledge of policy analysis and policy formulation processes
3. Develop critical insights into the working of policies-identifying conceptual and operational lacunae.
4. Examine intervention strategies and their application to wider situations- study best practices in policy intervention.
5. Able to develop understanding of concept of social policy and social planning
6. Able to understand Concept and nature of Development and Human Development
7. Able to promote knowledge in understanding the cause and effect of discrimination and oppression
8. Able to prepare modules and strategies for advocacy to bring sustainable social change
9. Understand the Indian Legal System and its functioning.
10. Understand and appreciate the Indian Constitution with particular emphasis on the Fundamental Rights and Directive Principles.
11. Understand the nature of social legislation and the various
12. Explain salient features of legislations for family, women, children and other marginalized groups.
13. Explain the concept of social policy and demonstrate skills in social policy analysis.
14. Demonstrate skills of using legal procedures to defend the human rights of various marginalized groups

### **HBW31 Field Work Practicum III**

1. Able to understand Programmes and projects of governmental and nongovernmental organizations and critically appraise them
2. Able to prepare work plan and its execution
3. Able to develop professional attitude conducive to deal with human problems
4. Able to develop sensitivity towards the needs and problems of different target groups

5. Able to develop understanding of the role of Social Workers in different settings.
6. Able to apply programme Media Skills in Social Work interventions.
7. Able to develop skills to write reports of work performed during field work and make use of supervision

#### **Semester IV**

#### **HBWCC Industrial Relations and Labor Welfare**

1. To safeguard the interest of labor and management by securing the highest level of mutual understanding and good-will among all those sections in the industry which participate in the process of production.
2. To avoid industrial conflict or strife and develop harmonious relations, which are an essential factor in the productivity of workers and the industrial progress of a country.
3. To raise productivity to a higher level in an era of full employment by lessening the tendency to high turnover and frequency absenteeism.
4. To establish and promote the growth of an industrial democracy based on labor partnership in the sharing of profits and of managerial decisions, so that ban individuals personality may grow its full stature for the benefit of the industry and of the country as well.
5. To eliminate or minimize the number of strikes, lockouts and gheraos by providing reasonable wages, improved living and working conditions, said fringe benefits.
6. To improve the economic conditions of workers in the existing state of industrial managements and political government.
7. Socialization of industries by making the state itself a major employer
8. Vesting of a proprietary interest of the workers in the industries in which they are employed.
9. To increase the standard of living of the. Working class Thelabourer is more prone to exploitation from the capitalists if there is no standardized way of looking after their welfare.
- 10.To make the management feel the employees are satisfied about the work and working conditions.
11. To reduce the labour problems in the orgnisaton: There are various problems affecting the workers, problems like absenteeism, turnover ratio, indebtedness, alcoholism, etc., which make the labourer further weak both physically and psychologically. Labour Welfare looks forward to helping the labourer to overcome these problems.
12. To recognize human values Every person has his own personality and needs to be recognized and developed. It is in the hands of the management to shape them and help them grow. The

management employs various methods to recognize each one's worth as an individual and as an asset to the organization.

13. Labour Welfare helps to foster a sense of responsibility in the industry: A person works both in a group and as an individual. If the person is given responsibility he will act better or else he will be only a slave to the direction of the superiors and will not show any initiative to prove his worth,

14. Labour Welfare improves industrial relations and reduces industrial disputes: Industrial dispute in any industry is a sign of unsatisfied employees. Labour Welfare measures act as a preventive tool to most of these disputes.

15. To retain the employees There should be fixed policies: This calls in to prepare the policies, to conduct different training programmes, to have various motivational schemes, to create interest in the job. The employees who feel secure in an organisation, backed by fixed welfare policies have less chance of looking for a job elsewhere.

16. To show up their positive mind in the work: Positive mind refers to the development of one's attitudes. This is to change the negative attitude into positive.

17. To influence over other employees: This means Labour Welfare helps to change one's personality - presentation skills, communication skills, inter-personal relationships, etc. This is best achieved when their morale is kept high by the different welfare schemes.

18. To increase the bargaining power of the employees: Bargaining means to systematically extract something from the opponent. The better bargaining power, the better influence on the opponent. Labour welfare measures like formation of works committee, worker's participation, Trade Union, etc., will surely help them to have better bargaining power.

### **HBWDC Community Health**

1. Understand the concept of health and integrated approach to health in the context of Development.
2. Critically analyze plans and policies/services in health and implications for social work practice.
3. Demonstrate knowledge on concepts of Community Health, community participation, vital indicators and demographic data of health
4. Develop skills for intervention in community health sector
5. Understand the concept of health and integrated approach to health in the context of Development.

6. Critically analyze plans and policies/services in health and implications for social work practice.
7. Demonstrate knowledge on concepts of Community Health, community participation, vital indicators and demographic data of health
8. Develop skills for intervention in community health sector

### **HBWCD Organizational Behaviour and Organizational Development**

1. Develop understanding of industrial organisations and organisational behaviour
2. Provide requisite legal base to deal with issues related to human resources
3. Learn the processes and concerns for employee development in the context of globalisation
4. Develop appropriate skills and competencies in managing human resources

### **HBWDD Mental Health and Social Work**

1. Acquire understanding on the evolution of psychiatry and attitude towards mental illness.
2. Demonstrate knowledge and skills of assessment in mental health settings.
3. Demonstrate knowledge of clinical psychopathology.
4. Develop an understanding of the nature, causes, types and treatment of mental health disorders in children, adolescents and adults.
5. Acquire knowledge of Socio-Cultural Factors influencing mental health.
6. Develop a critical understanding of Mental Health Policies

### **HBWEG Migration Issues and Human Security**

1. This special issue of Advances in Social Work focuses on current challenges and best practices with migrants and refugees, in an increasingly difficult global context.
2. Over the past decade, forced migration and displacement reached record numbers, while complex geopolitical, economic, and environmental factors contributed to escalating current challenges.

3. International human rights and migration laws provide a framework too narrow and too limited for these recent developments.

4. Political pressure and a growing identity crisis add to the xenophobia and climate of fear, in which security has in some cases become the primary rationale underpinning rapidly changing migration policies. Social work as a profession – in education and practice – has an important (if largely unfulfilled) role to play in advancing the human rights of migrants and refugees.

5. outline the macro contexts that shape social work practice with migrants and refugees, highlighting the great potential for social work to do much more to advance the rights and interests of those fleeing conflict, economic or natural disasters, or other upheavals.

### **HBWEJ Social work and Persons with Disability**

1. Understand issues and concerns related to persons with disability and their caregivers
2. Critically appraise theoretical and conceptual perspective with regard to disability and appropriate sources of research evidence in order to inform effective assessment, decision making and interventions
3. Facilitate the integration and synthesis of theoretical concepts and social work tasks
4. Able to learn concepts and models of disability into social work practice
5. Able to understand issues and Challenges faced by disabled
6. Able to understand various policies, programmes and legislation pertaining to disability

### **HBW41 Field Work Practicum IV**

1. Able to observe and analyse social realities
2. Able to understand the needs, problems and Programmes for different target groups
3. Able to understand Community as social structure and power dynamics operating in Community setting
4. Able to imbibe the ethics and values of Social Work profession including attributes for the same
5. Able to network with other organizations.
6. Able to observe, analyze social realities and impact of Social Work intervention

7. Able to learn to make use of professional relationship and referrals to deal with human problems
8. Able to develop an ability to narrate the learning experiences, assessment of services and resources and participate in service delivery
9. Able to imbibe the ethics and values of Social Work profession including attributes for the same
- 10 Able to write Process oriented analytical reports