**Semester-4**

**MSW CC-401Social Policy and Social Legislations**

**Objectives:**

* To understand the formulation of social policy and social legislation
* To analyse and critically appraise Social Policies and Legislations
* To understand the process of policy reform

**Unit: I** **Social Policy**

* Social Policy: Concept, Models and Process of Policy Formulation
* Directive principles of state policy and its Institutional Linkages
* Influencing Social Policy: Tools (Advocacy and Networking), Elements, Mechanisms and Methods

**Unit: II Social Legislation**

* Social Legislations: Concept, Sources and Types
* Social Legislation: Practice Area of Social Work [Juvenile Justice (Care and Protection of Children) Act, 2015, Protection of Women from Domestic Violence Act, 2005, Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989]
* Social Legislations: Process of Formulation

**Unit: III Social Legislation and its impact**

* Social Legislations: Challenges in Formulation and Implementation
* Policy Analysis: Review and Alternate Reporting
* Neo-Liberalism: Concept and Theories

**Unit: IV International Law and Governance**

* Political Economy of Social Legislations and Governance
* International Law and Enforceability
* Social Legislation, Governance and Social Work Practice

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**Semester-4**

**MSW CC-402** **Urban and Rural Community Development**

**Objectives:**

* Understand the Concept and Process of Community Development
* Critically look at the patterns, pathologies and programs of Urban and Rural Development
* Visualize the scope and relevance of Social Work intervention in the Urban and Rural Community Development

**Unit: I** **Community Development: Concept and Process**

* Community Development: Concept, need, principles and methods
* Historical development of community development in India
* Structure and functions of community development at district, block and grass root levels

**Unit: II Urban Community Development**

* Urban, Urbanism, Urbanization: Conceptual Understanding of the terminologies
* Trends and Patterns and Pathologies (Issues and Concerns) of Urbanisation in India.
* 74th Constitutional Amendment Act and its implications

**Unit: III Rural Community Development**

* Conceptual Understanding of a Village and Rural Community
* Characteristics of Village Life and Pathologies (Issues and Concerns) of Rural areas
* 73rd Constitutional Amendment Act and its implications

**Unit: IV Community Development Strategies**

* NGOs and their role in community development
* Urban Development Policies and Programs of Government of India over the years
* Rural Community Development Programs of Government of India over the years

**References:**

* Bhattacharya, B. (2006). Urban Development in India: Since Pre-Historic Time. New Delhi, India: Concept Publishing Company.
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**Semester-4**

**MSW CC-403** **Human Resource Management**

**Objectives:**

* To Develop understanding of industrial organizations, Provide requisite legal base to deal with issues related to human resources
* To Learn the processes and concerns for employee development in the context of globalization
* To Develop appropriate skills and competencies in managing human resources

**Unit: I** **Introduction to Human Resource Management (HRM)**

* Introduction to Human Resource Management (HRM)
* Meaning & Characteristics of HRM
* Concept Definition & Objectives of HRM & Scope & Importance of HRM

**Unit: II Human Resource Planning & Designing**

* Job Analysis : Meaning, Definition, Characteristics & Importance
* Job Description, Job Specification, & Job Design : Meaning, Definition, Characteristics & Approaches, Job Rotation, Job Enlargement & Job Enrichment : Meaning, Definitions & Importance
* HR Planning : Meaning & Characteristics, Objectives, Process

**Unit: III Recruitment, Selection, Training & Development in HRM**

* Recruitment: Meaning, definitions & Procedure & Sources.
* Selection Procedure, Types of selection process & Different tests & Evolution of selection,
* Employee orientation: Meaning. Objectives and process

**Unit: IV Performance Management**

* Performance Evaluation: Meaning, Criteria & Process.
* Problems of Evaluation
* Different methods of Performance evaluation.

**References:**

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**Semester-4**

**MSW EC-404** **Government Schemes for Woman & Children**

**Objectives:**

* To develop awareness **State Government Schemes for Women and Children**
* To understand the Schemes of **Central Government for Women and Children**
* Acquire understanding of the policies and implementation strategies of Government Schemes

**Unit: I** **Schemes of Gujarat Government for Women**

* **ICDS (Programmes related to Women and Children)**
* Sabla Yojna & E-mamta programme
* Mission Mangalam Yojna

**Unit: II Schemes of Gujarat Government for Children**

* Gujarat Doodh Sanjeevani Yojana (DSY)
* ICDS (Programmes related to Children)
* Vidyalaxmi Bond & Saraswati Sadhna Yojna

**Unit: III Schemes of Government of India for Women**

* Pradhan Mantri Matru Vandana Yojana (PMMVY)
* Janani Suraksha Yojana & PMSMA: Pradhan Mantri Surakshit Matritva Abhiyan
* The Mukhyamantri Matrushakti Yojana

**Unit: IV Schemes of Government of India for Children**

* IYCF
* ABHB
* ICPS & Poshan Abhiyan

**References:**

<https://wcdhry.gov.in/schemes-for-children/>

<https://wcd.nic.in/>

**Semester-4**

**MSW EC-405** **Children with Special Needs**

**Objectives:**

* To sensitize to the needs and challenges of children with special needs. Understand the importance of identification, screening and assessment
* To Appreciate the diverse educational arrangements as special, integrated and inclusive education
* To enable the learner gain conceptual understanding on the theme of Child Development

**Unit: I** **Introduction to Child Development**

* Needs –
* Meaning & definition
* Classification & attitudes and challenges

**Unit: II Early Child and Its Special Needs**

* Early identification & screening,
* Assessment and intervention of disabilities (sensory, physical, intellectual, social and emotional).
* Importance of functional skills – daily living, self –help, and social skills.

**Unit: III Child Development with Educational Needs**

* Addressing Educational Needs
* Concept of special, integrated, inclusive and
* Home based education

**Unit: IV Child Special Needs with Child Rights**

* Provisions and services- Rights and Laws for children with special needs.
* Role of family and Community & perception
* Community support for children with special needs

**References:**

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