SARDAR PATEL UNIVERSITY
Vallabh Vidyanagar, Gujarat
(Reaccredited with 'A' Grade by NAAC (CGPA 3.11)
Syllabus with effect from the Academic Year 2026-2027 (Based on NEP, 2020)

BSW (HONOURS) - VIII SEMESTER

Course Code	UA08HMABSW01	Title of the Course	Human Resource Management
Total Credits	4	Hours Per Week	4

Course Objectives:	• To develop an understanding of the concepts, nature, scope, functions, and objectives of Human Resource Management. • To familiarize students with human resource planning, recruitment, selection, placement, and induction. • To develop knowledge of employee training, development, and performance appraisal. • To understand industrial relations, and emerging trends in Human Resource Management.

Course Content		
UNIT	**DESCRIPTION**	**WEIGHTAGE (%)**
1	**Introduction to Human Resource Management** • Concept, Definitions, Nature, Objectives & Scope of Human Resource Management • Functions of Human Resource Management: Managerial and Operative Functions • Evolution of HRM: From Personnel Management to Human Resource Management	**25%**
2	**Human Resource Planning and Acquisition** • **Human Resource Planning:** Meaning, Objectives, Importance and Process • **Job Analysis:** Meaning, Importance, Job Description and Job Specification • **Recruitment:** Meaning & Sources • **Selection:** Meaning and Process • **Placement, Induction and Orientation:** Meaning, Objectives and Importance	**25%**
3	**Human Resource Development and Performance Management** • **Training and Development:** Meaning, Need, Importance and Differences • **Methods of Training:** On-the-Job and Off-the-Job Training Methods • **Performance Appraisal:** Meaning, Objectives, Importance and Methods	**25%**
4	**Employee Relations and Contemporary HRM Practices** • **Industrial Relations:** Meaning & Objectives	**25%**

	• **Employee Grievances and Discipline:** Meaning, Causes and Grievance Redressal Procedure • **Emerging Trends in HRM:** Human Resource Information System (HRIS), Artificial Intelligence in HRM	

Teaching Learning Methodology	Interactive Lectures Guest Sessions PowerPoint Presentations Self Study Assignments	Individual & Group Presentations Peer Learning

Evaluation Pattern

Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written Examination	**50%**
2.	Internal Continuous Assessment in the form of Quizzes, Assignments, Attendance, Active Learning, Class Test	
3.	University Examination	**50%**

Course Outcomes: After Completion of the Course, students will be able to:	
1.	Explain the fundamental concepts, functions, and importance of Human Resource Management.
2.	Describe and apply the processes of human resource planning, job analysis, recruitment, and selection.
3.	Examine training and development methods, and performance appraisal techniques.
4.	Analyze industrial relations, grievance handling, and contemporary HRM practices in different organizational settings.

Suggested References:

Sr. No.	References
1.	Aswathappa, K., (Year not specified). *Human resource management*. (Publisher not specified).
2.	Bhatia, S. K., (2006). *Human resource management: A competitive advantage*. Deep & Deep Publications.
3.	Bhattacharya, Deepak Kumar. (2009). *Compensation management*. Oxford University Press.
4.	Bhattacharya, Dipak Kumar. (2002). *Human resource management*. Excel Books.
5.	Dessler, Gary. (2002). *Human resource management*. Prentice Hall of India.
6.	Gupta, C. B., (2002). *Human resource management*. Sultan Chand & Sons.
7.	Jyothi, P., & Venkatesh, D. N., (2006). *Human resource management*. Oxford University Press.

8.	Mamoria, C. B., (1996). *Personnel management*. Himalayan Publications.
9.	Mondy, R. Wayne., & Noe, Robert M., (1996). *Human resource management*. Prentice Hall.
10.	Saundankar, I. M., & Sonawane, J. S., (2013). *A textbook of social work*. R. P. Publications.
11.	Sharma, Anuradha, & Khandekar, Aradhana. (2006). *Human resource management: An Indian perspective*. Response Books.

BSW(HONOURS) VIII SEMESTER

Course Code	UA08HMABSW02	Title of the Course	Social Entrepreneurships
Total Credits	4	Hours Per Week	4

Course Objectives:	• Understand the concepts, definitions, and significance of social entrepreneurship, social enterprises, and social marketing in contemporary society. • Analyze the differences between social and business entrepreneurship, and examine the structure, types, and functioning of social enterprises and related policies. • Apply knowledge of financial management, CSR initiatives, and marketing strategies in designing and managing social enterprise models. • Evaluate and develop innovative solutions for social problems by integrating entrepreneurial approaches, stakeholder support systems, and case-based learning.

Course Content		
UNIT	**DESCRIPTION**	**WEIGHTAGE (%)**
1	**Social Entrepreneurship:** • Concept, definition and importance of Social entrepreneurship. • Social entrepreneurship vs. business entrepreneurship. • Qualities and traits of social entrepreneurs	**25%**
2	**Social Enterprises:** • Concept, definition ,importance and types of social Enterprises. • Similarities and differences between social enterprises and non-profit organizations • Corporate Social Responsibility (CSR) and social enterprises : SEWA (Ms. Ela Bhatt), Amul (Mr. Verghese Kurien), BAIF-Pune	**25%**
3	**National Initiatives/Policies:** • National initiatives for social entrepreneurship. • Concept of startups; Financial management of social enterprises. • Venture capital, Corporate, community, and government support.	**25%**
4	**Social Marketing:** • Concept and scope; Marketing of social services • Case studies in health, education, and livelihood sectors	**25%**

Teaching Learning Methodology	Interactive Lectures Guest Sessions PowerPoint Presentations Self Study Assignments	Individual & Group Presentations Peer Learning

Evaluation Pattern

Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written Examination	**50%**
2.	Internal Continuous Assessment in the form of Quizzes, Assignments, Attendance, Active Learning, Class Test	
3.	University Examination	**50%**

Course Outcomes: After Completion of the Course, students will be able to:	
1.	Eplain the concepts, importance, and characteristics of social entrepreneurship, and distinguish it from business entrepreneurship and non-profit organizations.
2.	Analyze the role of social enterprises, CSR initiatives, and national policies with reference to examples such as Ela Bhatt, Self-Employed Women's Association, Verghese Kurien, Amul, and BAIF Development Research Foundation.
3.	Apply principles of financial management, startup development, and social marketing in planning sustainable social enterprise initiatives.
4.	Evaluate and design effective social entrepreneurship models using case studies from health, education, and livelihood sectors, incorporating stakeholder and policy support mechanisms.

Suggested References:

Sr. No.	References
1.	A & Singh, K. (2010). Social Entrepreneurship: Changing the Way Social Workers Do Business. Administration in Social Work, 3 4:79– 95.
2.	David Bornstein and Susan Davis (2010). Social Entrepreneurship – What everyone needs to know, Oxford University Press, New York
3.	Neeru, A. (2011). Social Entrepreneurship and Corporate Social Responsibility. Signature Books International, Delhi, India
4.	Paramasivan, C. (2016). Social Entrepreneurship. New Century Publications, New Delhi, India.
5.	Porteles, L., (2019). Social Innovation & Social Entrepreneurship, Palgrave, Macmillan, Switzerland.
6.	Scarbourough, N. (2014). Essentials of Entrepreneurship and Small Business Management, 7/E. Prentice Hall Philip Kotler, Marketing research
7.	Sundaram, S., D'souza, and Joshi. (2005). Entrepreneurship a handbook for beginners. Isha Enterprises, Mumbai, India

Online Resources

1. https://www.startupindia.gov.in/

2. https://ebooks.inflibnet.ac.in/hsp15/chapter/social-entrepreneurship/
3. https://www.coursera.org/in/articles/social-entrepreneurship
4. https://actionforindia.org/index.html
5. https://epathshala.nic.in/

BSW(HONOURS) VIII SEMESTER

Course Code	UA08HMABSW03	Title of the Course	International Social Work
Total Credits	4	Hours Per Week	4

Course Objectives:	• Understand the meaning, scope, and historical development of international social work in diverse cultural contexts. • Analyze the impact of globalization, demographic shifts, and technological changes on social systems and human well-being. • Apply social work knowledge and cross-cultural competencies to address global social issues and community needs. • Evaluate and synthesize the role of international organizations and collaborative efforts in promoting global social welfare.

Course Content		
UNIT	**DESCRIPTION**	**WEIGHTAGE (%)**
1	**Introduction to International Social Work** • Meaning and scope of International Social Work • Development of social work traditions across cultures • Demographic changes and societal needs • Social and technological changes and their impact • Cross-cultural understanding in social work	**25%**
2	**Globalization and Social Change** • Meaning of globalization • Tradition, modernity and post-modern features of society • Impact of globalization on Social systems, Economic development, Culture and environment, Political systems • Global inequalities and development challenges	**25%**
3	**Global Social Issues and Social Work Response** • Role of social service institutions • Non-Profit organizations • Community development and grassroots organizing • Emerging global issues: Poverty, Violence and peace, Substance abuse, HIV/AIDS, Social exclusion • Role of volunteers and professionals	**25%**
4	**International Organizations and Cooperation** • Role of international organizations in social welfare • Contribution of United Nations, UNICEF, WHO, ILO • Promotion of social welfare through international collaboration	**25%**

Teaching Learning Methodology	Interactive Lectures Guest Sessions	Individual & Group Presentations

	PowerPoint Presentations Self Study Assignments	Peer Learning

Evaluation Pattern

Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written Examination	**50%**
2.	Internal Continuous Assessment in the form of Quizzes, Assignments, Attendance, Active Learning, Class Test	
3.	University Examination	**50%**

Course Outcomes: After Completion of the Course, students will be able to:	
1.	Explain the concept, scope, and evolution of international social work, including cross-cultural understanding and societal changes.
2.	Analyze the effects of globalization on economic, social, cultural, environmental, and political systems, and identify global inequalities and development challenges.
3.	Apply social work interventions to address global issues such as poverty, violence, substance abuse, HIV/AIDS, and social exclusion through community development and institutional support.
4.	Evaluate the contributions of international organizations such as United Nations, UNICEF, World Health Organization, and International Labour Organization in promoting global social welfare and cooperation.

Suggested References:

Sr. No.	References
1.	Cox, D., & Pawar, M. (2013). International social work: Issues, strategies, and programs. SAGE Publications.
2.	Desai, M. (2010). Ideologies and social work practice in India. Rawat Publications.
3.	Dominelli, L. (2010). Globalization, contemporary challenges and social work practice. Polity Press.
4.	Dubey, S. N. (2012). Social work: An integrated approach. New Royal Book Company.
5.	Healy, L. M. (2014). International social work: Professional action in an interdependent world. Oxford University Press.
6.	Ife, J. (2016). Community development in an uncertain world. Cambridge University Press.
7.	Midgley, J. (2014). Social development: Theory and practice. SAGE Publications.
8.	Pathak, S. H. (2013). Social welfare: An evolutionary and developmental

	perspective. Macmillan India.
9.	United Nations. (2020). The sustainable development goals report 2020. United Nations Publications.
10.	Weiss, T. G., & Daws, S. (2018). The Oxford handbook on the United Nations. Oxford University Press.

Online Resources

1. https://www.ifsw.org/get-involved/global-definition-of-social-work/?utm_source=chatgpt.com
2. https://www.ifsw.org/wp-content/uploads/2024/10/2024-10-02-Handbook-Global-SW-FINAL.pdf?utm_source=chatgpt.com
3. https://www.ifsw.org/about-ifsw/what-we-do/?utm_source=chatgpt.com
4. https://webapps.ilo.org/public/english/wcsdg/globali/index.htm?utm_source=chatgpt.com
5. https://www.ifsw.org/globalisation-and-the-environment/?utm_source=chatgpt.com
6. https://www.ilo.org/publications/world-commission-social-dimension-globalization-globalization-can-and-must?utm_source=chatgpt.com
7. https://www.unicef.org/uzbekistan/en/social-work?utm_source=chatgpt.com
8. https://www.ifsw.org/global-social-work-statement-of-ethical-principles/?utm_source=chatgpt.com
9. https://www.ifsw.org/launch-of-social-work-as-a-global-profession-handbook-for-teaching-and-learning/?utm_source=chatgpt.com
10. https://www.ifsw.org/ , https://www.worldbank.org/en/topic/socialdevelopment

BSW(HONOURS) VIII SEMESTER

Course Code	UA08HMIBSW01	Title of the Course	Counselling Skills for Social Workers
Total Credits	4	Hours Per Week	4

Course Objectives:	• Understand the fundamental concepts, principles, and scope of counselling in social work practice. • Analyze different counselling processes, types, and professional issues in diverse social work settings. • Apply essential counselling skills, communication techniques, and tools in real-life social work situations. • Evaluate and integrate various counselling approaches and ethical practices for effective intervention and problem-solving.

Course Content

UNIT	DESCRIPTION	WEIGHTAGE (%)
1	**Introduction to Counselling in Social Work** • Meaning and Scope of Counselling • Objectives and Importance of Counselling in Social Work Practice • Principles and Ethics of Counselling • Scope and Limitation of Counselling • Difference between Counselling, guidance, Psychotherapy and Social Case work • Role of a social worker as a Counsellor	**25%**
2	**Counselling Process, Types and Professional Issues** • **Stages of Counselling Process:** Relationship Building Assessment and Problem Identification, Goal Setting, Intervention Stage, Termination and Follow-up • **Types of Counselling:** Individual Counselling, Group Counselling, Family Counselling, Marital Counselling • **Documentation in Counselling:** Case Recording, Counselling report writing	**25%**
3	**Counselling Skills and Practice in Social Work** • **Essential Counselling Skills:** Active Listening, Empathy, Attending behaviour, Questioning Techniques, Probing and paraphrasing, Reflection of feelings, Summarization • **Communication Skills in Counselling:** Verbal Communcation and Non-Verbal communication	**25%**

	• **Counselling in Different Settings of Social Work Practice:** Schools and colleges, Hospitals and Mental Health Centers, Family and Marriage Counselling Centers Community Counselling, Industrial and Workplace Counselling	
4	**Counselling Tools and Approaches** • **Tools:** Case Study Method, Interview Schedule, Observation Method, Genogram and Eco-map, Referral and Networking • **Approaches:** Person-Centered Counselling, Psychoanalytic Approach, Behavioural Counselling Approach, Cognitive Behaviour Therapy	**25%**

Teaching Learning Methodology	Interactive Lectures Guest Sessions Seminar and Presentations Self Study Assignments Role Play Method Workshop and skill training	Individual & Group Presentations Peer Learning Supervision Problem based learning

Evaluation Pattern

Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written Examination	**50%**
2.	Internal Continuous Assessment in the form of Quizzes, Assignments, Attendance, Active Learning, Class Test	
3.	University Examination	**50%**

Course Outcomes: After Completion of the Course, students will be able to:	
1.	Explain the meaning, objectives, principles, and scope of counselling and differentiate it from guidance, psychotherapy, and social case work.
2.	Demonstrate and apply counselling skills such as active listening, empathy, questioning, and communication in different social work settings.
3.	Analyze and perform the stages of the counselling process including assessment, goal setting, intervention, termination, and follow-up.
4.	Evaluate and design appropriate counselling strategies using tools and approaches like CBT, person-centered counselling, and case study methods for individuals, groups, and communities.

Suggested References:

Sr. No.	References
1.	Corey,G.Theory and practice of Counselling and Psychotherapy, 10th Edition(2017),

	Cengage Learning
2.	Feltham,C & Dryden, W. Handbook of Counselling and Psychotherapy, 2nd Edition (2005), Sage Publication
3.	Nanda,J.P.S & Sharma R. Counselling: A Practical Approach, 1st Edition(2008), Kanishka Publishers.
4.	Okun, B.F. Effective Helping: Interviewing and Counselling Techniques,7th Edition(2012), Brooks/Cole
5.	Rangaswamy,M. Counselling and Guidance,1st Edition(2010), Tata McGraw-Hill education
6.	Sethi,B.C& Sharma,R. Guidance & Counselling,1st Edition (2018), Nageen Prakashan
7.	Sheafor,B.7 Horejsi,C.Techniques and Guidlines for Social Work Practice, 10th Edition(2015), Pearson