



SARDAR PATEL UNIVERSITY

NAAC 'A' Grade (10-01-2023 To 09-01-2028)

Vallabh Vidyanagar

Gujarat

Academic Program Structure

&

Curriculum

(Aligned with NEP-2020)

Master of Social Work (Human Resource)

NHEQF Level: 6.5

Entry NHEQF Level	:	6.5
Duration	:	Two Years (Four Semesters)
Total Courses	:	12
Total Learning Hours	:	3360 (Notional Hours + Experiential Learning)
Total Credits	:	44
Total Marks	:	1100

Graduate Attributes (GAs) [12-15]

Upon successful completion of the programme, graduates are expected to attain the following Graduate Attributes:

GA1. Advanced Disciplinary and Interdisciplinary Knowledge

Demonstrate comprehensive and interdisciplinary knowledge of human resource management, labour relations, and social work principles in organizational contexts.

GA2. Application of HR and Social Work Practices

Apply human resource practices and social work methods to enhance employee well-being, organizational effectiveness, and workplace harmony.

GA3. Ethical and Value-Based Practice

Exhibit ethical behaviour, professional integrity, and commitment to human values, social justice, and workers' rights.

GA4. Critical Thinking and Problem Solving

Analyse organizational, labour, and socio-economic issues using critical thinking, problem-solving, and evidence-based approaches.

GA5. Communication and Interpersonal Skills

Demonstrate effective communication and interpersonal skills for employee engagement, counselling, negotiation, and conflict resolution.

GA6. Teamwork and Collaboration

Collaborate effectively with multidisciplinary teams and stakeholders to address complex workplace and organizational challenges.

GA7. Leadership and Managerial Competence

Demonstrate leadership, managerial, and decision-making competencies in planning, implementing, and evaluating HR policies and interventions.

GA8. Research, Digital, and Analytical Skills

Apply research skills, digital tools, and HR analytics for data-driven decision-making and innovation in human resource practices.

GA9. Integration of Indian Knowledge Systems and Cultural Values

Integrate Indian Knowledge Systems, cultural values, and indigenous practices to promote inclusive, ethical, and context-sensitive HR management.

GA10. Sustainability and Social Responsibility

Promote sustainable, inclusive, and environmentally responsible workplace practices aligned with organizational and societal development.

GA11. Lifelong Learning and Adaptability

Demonstrate adaptability, reflective practice, and commitment to lifelong learning in dynamic and evolving professional environments.

GA12. Advocacy for Equity and Inclusion

Advocate for equity, diversity, inclusion, employee welfare, and fair labour practices at organizational and societal levels.

Programme Educational Objectives (PEOs): [5-8]

Within 2–3 years of completing the programme, graduates will be able to:

PEO1: Apply professional social work methods and human resource management practices to address workforce challenges and enhance organizational effectiveness.

PEO2: Demonstrate ethical, value-based, and socially responsible behaviour in promoting employee welfare, labour rights, and organizational justice.

PEO3: Integrate interdisciplinary knowledge, including economics, finance, and Indian Knowledge Systems, for holistic and context-sensitive HR decision-making.

PEO4: Analyse organizational, labour, and societal issues and develop innovative, sustainable, and inclusive solutions.

PEO5: Demonstrate leadership, communication, and managerial competencies in planning, implementing, and evaluating HR policies and interventions.

PEO6: Engage in lifelong learning, reflective practice, and professional development to adapt to evolving organizational and societal needs.

Program Learning Outcomes (PLOs): [10-12]

Upon successful completion of the programme, learners will be able to:

PLO1: Demonstrate comprehensive knowledge of human resource management concepts, theories, and practices in diverse organizational settings.

PLO2: Integrate ethical principles, human rights, and culturally rooted values, including Indian Knowledge Systems, into professional HR practices.

PLO3: Design and conduct research using appropriate methodologies to address complex social, organizational, and human resource issues.

PLO4: Integrate interdisciplinary knowledge of human resource management, economics, and finance to support effective organizational decision-making.

PLO5: Demonstrate effective communication and interpersonal skills while engaging with individuals, groups, and organizations across diverse socio-cultural contexts.

PLO6: Analyse labour policies, labour codes and social welfare frameworks to advocate for equitable, inclusive and legally compliant organizational practices.

PLO7: Apply knowledge of business environment and entrepreneurship to promote innovation, sustainability, and organizational development.

PLO8: Demonstrate leadership and managerial skills in planning, implementing, and managing HR and social work interventions.

PLO9: Apply fieldwork practicum knowledge to bridge theory and practice through experiential learning in real-life organizational settings.

PLO10: Analyse contemporary HR challenges using critical thinking, research skills, and digital tools to develop innovative and sustainable solutions.

PLO11: Integrate Indian Knowledge Systems, values, and indigenous practices into human resource management for culturally responsive and ethical decision-making.

PLO12: Demonstrate reflective practice and lifelong learning to adapt to changing professional, organizational, and societal contexts.



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NEP-2020 aligned Curriculum with effect from Academic Year 2026-27

Master of Social Work (Human Resource)

Semester-I

Course Type	Course Code	Course Title	Teaching-Learning Scheme		Credits	Assessment Scheme & Marks				
			L-P-T	Total Notional Hours		Internal Assessment			External Assessment	Total Marks
						FA	SA	Total		
DSC	P2A01NCSHR01	Introduction to Management	L	120	4	25	25	50	50	100
DSC	P2A01NCSHR02	Human Resource Management	L	120	4	25	25	50	50	100
DSC	P2A01NCSHR03	FIELD PRACTICUM	P	270	4	30	20	50	50	100
DSE	P2A01NESH01	Method of Working with People-I	L	120	4	25	25	50	50	100
DSE	P2A01NESH02	Business Environment and Entrepreneurships	L	120	4	25	25	50	50	100
DSE	P2A01NESH03	Orientational Visits/Self Learning	P	90	2	-	25	25	25	50
				840	22	130	145	275	275	550

DSC: Discipline Specific Core **DSE:** Discipline Specific Elective **L:** Lecture **P:** Practical **T:** Tutorial

FA: Formative Assessment **SA:** Summative Assessment



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Semester-II

Course Type	Course Code	Course Title	Teaching-Learning Scheme		Credits	Assessment Scheme & Marks				
			L-P-T	Total Notional Hours		Internal Assessment			External Assessment	Total Marks
						FA	SA	Total		
DSC	P2A02NCSHR01	Labour Code	L	120	4	25	25	50	50	100
DSC	P2A02NCSHR02	Methods of Working with People-II	L	120	4	25	25	50	50	100
DSC	P2A02NCSHR03	FIELD PRACTICUM	P	270	4	30	20	50	50	100
DSE	P2A02NESH01	Economics for Human Resources	L	120	4	25	25	50	50	100
DSE	P2A02NESH02	Finance for Human Resources	L	120	4	25	25	50	50	100
DSE	P2A02NESH03	Study Camp/Self Learning	P	60	2	-	25	25	25	50
				840	22	130	145	275	275	550

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