

SARDAR PATEL UNIVERSITY
Programme: MHRM
Semester: II
Syllabus with effect from: June 2011

Paper Code: PA02CHRM05	Total Credits: 3
Title Of Paper: Integration of HRM and Society	

Unit	Description in detail	Weightage (%)
1	Social work Profession Values, philosophical base, and labor as major area of social work practice, similarities between H.R and social work profession: philosophy, values, goals and methods, issues of social justice and human rights for H.R.M manager.	15 %
2	Social work Practice in Industry Social work Practice in Industry Present scenario of social work practice in India. Industrial Social Work	15 %
3	Work, workers, work place Characteristics of new workforce, Migration and problems of workforce, I.L.O and recent work-a new agenda, H.R.intervention in health,welfare and safety, Hiv aids, disabled workers, social security programmes.	25 %
4	CSR and Ethics: Concept, definitions, models Cases CSR Program and Social Development Issues Role of stakeholders in CSR	15 %
5	Emerging Trends in Social work Practice: Occupational social work in India - concept and meaning Employee assistance program in India,	10 %
6	Women at Workplace Policies governing women – Empowerment Policy, National Policy on Women Legislations governing women Changing employment scenario	20 %

Basic Text & Reference Books:

- Raffoul Paul R.: **HRM**
- Armando Morels, Brandford, W Shenfer, 1998: **Social Work: A Profession of Many Faces**
- Allyan and Balon Boston-Maria O’Nell, M.C. Mahu, 1996: **The General Method of Social Work Practise**
- Allyan and Balon Boston- Charles D. Garrin, Hohn E Tropman: **Social Work in Contemporary Society**

