



SARDAR PATEL UNIVERSITY

Vallabh Vidyanagar

(Reaccredited with 'A' Grade by NAAC (CGPA 3.25))

Master of Social Work (Human Resource) – Semester I

(With Effect from June 2021)

Paper Code PA01CSHR54	Title of the paper Working with Group	Credits: 05
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Course Objectives	<ul style="list-style-type: none"> • To associate the formation of the groups, its structure and its influence onto the functioning of an organisation • To combine the problem solving and the effective decision-making in the organisational context. • To describe the significance of Team Work and Leadership in an organisation • To outline the effective ways which thrives for the conflict-free environment in the organisations
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Course Outline:		
Unit	Unit Description	Weightage*
1	Importance of Group in Human Resources Management	20 %
	1. Concept, Type, Structure and Functions of Groups 2. Theories of Group Formation 3. Group Dynamic: Need, Significance and Stages	
2	Decision-making and Problem-solving	20 %
	1. Decision Making: Concept, Types and process of Decision Making 2. Group Decision Making: Concept, methods of Group Decision Making, Technique to improve group Decision Making 3. Problem Solving: Concept & Approaches for problem solving	
3	Understanding Teamwork and Leadership	20 %
	1. Concept, definition, importance and types of team, characteristics of an effective team, Process of Teamwork, Cooperation and Communication. 2. Leadership styles and Theories	
4	Conflict Management	20 %
	1. Concept of Conflict Management 2. Individual level Conflict: Interpersonal & intrapersonal Conflict 3. Group Level Conflict: Intergroup & Intra-group Conflict	

	4. Conflict Resolution	
5	Case studies	20 %
	1. Team work, Leadership 2. Conflict Management 3. Problem-solving 4. Decision Making	

***Units will have the same weightage in the evaluation as suggested in the course outline**

Teaching-Learning Environment	The course would be taught /learnt through various means like lectures, discussions, writing assignments, viva-voce, seminars, and presentations and browsing on-line resources relevant to the content.
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Evaluation Pattern		
Sr. No	Details of the Evaluation	Weightage
1	Internal Written/Practical Examination	20%
2	Internal continuous assessment in the form of practical, Viva-voce, Quizzes, seminars, assignments, attendance, participation in co-curricular and extra-curricular activities	10%
3	University Examination	70%

Note: Students will have to score a minimum of 40 (forty) percent to pass the course

Course Outcome: Students will be able,
<ul style="list-style-type: none"> To distinguish among the formation of the groups, its structure and its influence onto the functioning of an organisation
<ul style="list-style-type: none"> To assimilate the problem solving and the effective decision-making in the organisational context.
<ul style="list-style-type: none"> To assess the significance of Team Work and Leadership in an organisation
<ul style="list-style-type: none"> To subdivide the effective ways which thrives for the conflict-free environment in the organisations

Suggested References	
1	Aswathappa, K., & Reddy, G. S. (2009). <i>Organisational behaviour</i> (Vol. 20). Mumbai: Himalaya Publishing House.
2	Kondalkar, V. G. (2020). <i>Organizational behaviour</i> . New Age.
3	McDermott, F. (2020). <i>Inside group work: A guide to reflective practice</i> . Routledge.
4	Pareek, U. (2012). Udai Pareek's Understanding organizational Behaviour, 3e. <i>OUP Catalogue</i> .

