

Tavistock).

- Dominelli, L. (1992) 'More than a Method: Feminist Social Work' in K. Campbell (ed), Critical Feminisms (Milton Keynes: Open University).
- Donnelly, A. (1986) Feminist Social Work with a Women's Group, University of East Anglia Monographs (Norwich: University of East Anglia).

Note: Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time.

DISCIPLINE SPECIFIC ELECTIVE COURSE – (DSE-): OCCUPATIONAL SOCIAL WORK

Credit distribution, Eligibility and Prerequisites of the Course

Course title & Code	Credit s	Credit distribution of the course			Eligibility criteria	Pre-requisite of the course (if any)
		Lectur e	Tutoria l	Practical/ Practice		
OCCUPATIONA L SOCIAL WORK DSE 22	4	3	0	1	12th Pass	NIL

Learning Objectives

The learning objectives of this course are as follows:

- To understand basic concept of occupational social work, workplace and changing workforce.
- To provide an insight on issues of workforce, social security and welfare measures.
- To understand social work response to workplace concerns.

Learning outcomes

At the end of the semester the students will be able to

- Apply social work knowledge with respect to various challenges at work place.
- Appreciate needs and problems of work force, and requirements of changing workplace.
- Demonstration the critical skills of emergency planning and management in emergency situations.

SYLLABUS OF DSE- 22

Unit I : Occupational social work: Concept and Scope **15 Hours**

Unit Description: This unit will provide a conceptual understanding of Occupational social work, meaning, goals and its scope. This unit focus on needs, issues and problems affecting work like and organisational life.

Subtopics:

- Occupational social work-concept, history, scope, components, principles
- Changing profile of work, workers and work place organisations.
- Labour policy- decent work, ILO initiatives and Indian realities.

Unit II: Workers in organised sectors: Issues and challenges **15 Hours**

Unit Description: This unit focuses on the issues and challenges workers face in the organised sector. This will enhance the knowledge of the students on duties, issues and challenges of welfare officer in such sectors.

Subtopics:

- Issues of factory workers, wages and social security
- Industrial relations: determinants, trade unions, legislations
- Labour welfare, duties of welfare officer, wellbeing of workers

Unit III: Working Conditions and Conditions of Work **15 Hours**

Unit Description: This unit helps to know about the physical and mechanical environment at workplace. This unit facilitates to understand the working conditions of labour and social security for organised and

unorganised sector.

Subtopics:

- Physical and mechanical environment-provisions of Factories Act, working conditions and problems of workplace.
- Conditions of work: Wages, dearness allowance, perks and incentives, leaves, holidays.
- Social security for organised and unorganised sector: measures, issues and challenges

Unit IV: Emerging Issues and Concerns for Occupational Social Work **30 Hours**

Unit Description: This unit will highlight the emerging issues and major concerns for occupational social work. This unit will focus on the application and practice-based approach where students will learn to integrate theory and practice.

Subtopics:

- Mental health issues at workplace: work life balance
- Employee Assistance programmes, Corporate Social Responsibility: emerging issues and concerns
- Project Work or Selected case studies on work place interventions.

Practical component– Unit IV application based

Essential readings

- Akbas, S. (1983): Industrial social work: Influencing the system at the workplace. In Dinerman. M. (Ed) *Social Work in a Turbulent World*. Silver Spring, MD: NASW.
- Bargal, D. (1999). *The future development of occupational social work*, New York: The Haworth Press Inc.
- Kurzman.P.A., & Allabs, S.H, (1997). *Work and well-being: The occupational social work advantage*. Washington DC: NASW Press.
- Madiden, R. P. (2001). *Global perspectives of occupational social work* (Monograph published simultaneously As Employee Assistance Quarterly, ½). Haworth Press
- Pual Maiden, R. (2013). Global perspective of occupational social work, New York: Routledge.
- Straussner, S.L. A. (1990). *Occupational social work today*. New York: The Haworth Press

Suggested readings

- Alam, M., & Mishra, S.M (1998). Structural reform and employment issues in India: A case of industrial labour. Indian Journal of Labour Economics. Vol. 41 No.2 (p 271-292).
- Bhatt, S. (1993). *Democracy in trade unions*. New Delhi. Uppal Publishing House.
- Bhatt, S. (2001). (2004). *Occupational social work in India: Opportunities and challenge*. Contemporary Social Work, Vol. XVII, October 2001.
- Bhatt, S., & Singh, A. P., (2015). *Social work practice: The changing context*. The Readers Paradise, New Delhi, ISBN: 978-93-82110-43-9
- Monappa, A. (2000). *Managing human resource*. New Delhi: M C Millan.
- National Association of Social Worker (NASW). (2017). Code of ethics. Retrieved on 14 May 2022, 2019 from <https://www.socialworkers.org/About/Ethics/Code-of-Ethics>
- Saini, D. S. & Khan, S. S. (2000). *Human resource management perfective for the new era*. New Delhi: Response Books.

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DISCIPLINE SPECIFIC ELECTIVE COURSE – (DSE-): HUMAN RESOURCE MANAGEMENT

Credit distribution, Eligibility and Prerequisites of the Course

Course title & Code	Credit s	Credit distribution of the course			Eligibility criteria	Pre-requisite of the course (if any)
		Lectur e	Tutoria l	Practical/ Practice		
HUMAN RESOURCE MANAGEMENT DSE 23	4	3	0	1	12 th Pass	NIL

Learning Objectives

The learning objectives of this course are as follows: