



administration and its challenges in organizational development -FCRA

- Management: concept, approaches and principles
- Administrative Processes: Planning, Organizing, Staffing (Human Resources Planning, Recruitment, Selection and Induction), Directing, Controlling, Reporting and Budgeting - Evaluation
- Job Description, Job Analysis and Job Evaluation, Performance Appraisal system.

### **Unit - VI**

#### **Module 1. Social Work Research and Statistics**

- Social Work Research - types of research
- Research process
- Research designs - Cross-sectional, Experimental, Longitudinal, Case Study and Comparative
- Sampling designs
- Pretest and Pilot Study
- Data collection: methods and tools
- Data analysis and data presentation
- Hypothesis: concept, formulation, and testing
- Statistics: definition, functions, uses and limitations - statistical tests - Measures of central tendency and dispersion, Correlation and regression
- Report Writing: APA Formatting, bibliography

#### **Module 2. Project Planning**

- Basic concept- plan, programme, project, activity
- Project Cycle: Planning: Need identification: PRA/PLA. Designing: Log Frame Analysis (LFA): stakeholder analysis, problem tree analysis, object analysis, alternate analysis - LFA Matrix. Project appraisal- technical appraisal, marketing appraisal, environment appraisal, management appraisal and profitability appraisal. Social Cost-Benefit Analysis(SCBA). Project Implementation - CPM, PERT, Activity Calendar, Budgeting (Types of Cost). Project Monitoring - input, output, outcome, impact & PMIS. Project Review-

variance analysis and performance analysis. Project Evaluation - Types.

- Project administration: financial management, personnel management

## **30. Sociology**

### **Unit I**

#### **Sociology: Discipline, Concepts and Processes**

##### **Module 1: Sociology as a discipline**

- Social and intellectual forces, Philosophical foundations - rationalism & empiricism; Reflexive Sociology, Public Sociology, Development of Sociology in India

##### **Module 2. Concepts in Sociology**

- Society, Community, Association, Status, Role, Culture, Norms and Values, Socialization, Groups, Social Control, Social Change, Social stratification - Caste, Class, Power

##### **Module 3. Socio-cultural processes**

- Accommodation, Assimilation, Cooperation, Competition, Conflict, Contravention, Evolution, Diffusion, Acculturation, Ethnocentrism

##### **Module 4: Social institutions**

- Family, Marriage, Kinship, Religion, Education, Polity, Economy

### **Unit II**

#### **Sociological Theories**

##### **Module 1. Classical**

- August Comte, Herbert Spencer, Karl Marx, Max Weber, Emile Durkheim, Vilfredo Pareto

##### **Module 2. Advanced**

- Functionalism - Postulates, Talcott Parsons, Radcliff-Brown, Bronislaw Malinowski,
- Robert K. Merton
- Conflict Theory - Lewis Coser, Ralf Dahrendorf



- Exchange Theory: Peter Blau, George Homans
- Phenomenology: Alfred Schutz, Peter Berger & Thomas Luckman
- Symbolic Interactionism: G.H. Mead, C.H. Cooley
- Dramaturgy: Irving Goffman
- Ethnomethodology – Harold Garfinkel

### **Module 3. Recent Trends**

- Critical theory - Jurgen Habermas, Louis Althusser, Antonio Gramsci
- Postmodernism and Post structuralism: Foucault – discourse analysis, knowledge and power; Jacques Derrida: deconstruction

### **Module 4: Integrative efforts**

- Anthony Giddens – agency-structure, structuration; George Ritzer – micro-macro, integrative paradigm; Pierre Bourdieu – habitus-field, capital, civil society

## **Unit III Social Research Methods and Statistics**

### **Module 1. Social Research**

- Epistemological basis – positivism, interpretivism, critical; Quantitative and Qualitative, Types – basic, applied, action; Objectivity, Validity, Reliability, Ethics and Value basis in social research

### **Module 2. Research Process**

- Problem formulation, Literature review, Research Design – longitudinal and cross-sectional; Concepts, Hypothesis, Variables, Universe, Unit, Pilot study, Sampling – probability and non-probability

### **Module 3. Methods, Tools and Techniques**

- Quantitative – social survey, interview schedule, questionnaire; Attitude scale – Likert, Thurston
- Qualitative: observation – participant & non-participant; ethnography, case study, oral history, narratives, triangulation

### **Module 4. Social statistics**

- Measures of central tendency and dispersion, Levels of measurement – nominal, ordinal, interval, ratio; test of significance – chi-square, t-test, measures of correlation – Karl Pearson's, Spearman's Rank

## **Unit IV Sociology of India**

### **Module 1. India as a plural society**

- Diversities in India – ethnic, caste, demographic, regional, religious, linguistic

### **Module 2. Approaches to the study of Indian Society**

- Indology – G.S. Ghurye, Louis Dumount
- Structural-functional – M.N. Srinivas, S.C. Dube
- Marxian – A.R. Desai, D.P. Mukherji
- Subaltern – B.R. Ambedkar, Kancha Illaiah

### **Module 3. Socio-economic challenges and welfare measures**

- Poverty, Inequality, Marginalized groups – Scheduled castes, Tribes, OBCs, Minorities;
- Women and Child – atrocities against women, health
- Child rights, Issues of Elderly and Differently-abled
- Constitutional and legislative measures for marginalized groups
- Social movements in India: Agrarian, Backward class, Women

### **Module 4. Contemporary issues**

- Problems of nation-building – secularism, communalism, sub-nationalism, terrorism, ethnic conflict, caste and religious conflict, regionalism, corruption

## **Unit V Theory and Practice of Development**

### **Module 1. Concepts in development**

- Growth, Progress, Evolution, Social change, Social development, Economic development, Human development, Sustainable



development, Gender Development Index, Human Development Index

### Module 2. Theories in development

- Modernization – W.W. Rostow
- Dependency theory – Samir Amin
- World System – Immanuel Wallerstein
- Alternative development – M.K. Gandhi, E.F. Schumacher

### Module 3. Rural and Urban development

- Rural social structure, Agrarian relations, Green revolution, Urbanism, Urbanization, Suburb, Metropolis, Cities, Towns, Slums, Rural and Urban development programmes in India, Population dynamics and Challenges – fertility, morality, migration, demographic transition

### Module 4. Development Experience in Kerala

- Land reforms, Socio-political movements in Kerala, Land struggles, Kerala development model – education, health, social security
- Decentralization process – 73<sup>rd</sup> & 74<sup>th</sup> amendment, peoples planning and emergence of local governance in Kerala
- Migration and Kerala diaspora

## Unit VI Globalization and Emerging Challenges

### Module 1. Understanding Globalization

- History and characteristics, Agencies of globalization, Global village, Consumerism, McDonaldization, Effects of globalization on marginalized communities, Development induced displacement, New Social Movements in the context of globalization

### Module 2. Media and Communication

- Mass media in a globalized world, Corporate media, Globalization of news, Cultural imperialism through media
- Information, Communication and Technologies (ICTs) – digital media, digital divide, social media, cyber media, net neutrality, social networks and virtual

communities

### Module 3. Changes in Industry and Industrial management

- Industry in a globalized world, MNCs and outsourcing and its impact, New management principles, Corporate Social responsibility (CSR), Industrial pollution, e-waste and waste management

### Module 4. Impact on environment

- Environmental degradation, Climate change and its impact, Global warming, Ozone depletion, Global movements and discourses, Initiatives of state and International agencies – Stockholm, Rio and Kyoto Summits

## 31. Statistics

### Unit I Mathematical Methods for Statistics

#### Module 1.

- Sets, set of real numbers, functions, sequences and series of real numbers, their limits and convergences. Continuous functions, discontinuities of functions, bounded functions, conditions for differentiability of functions, Riemann integrals and properties.

#### Module 2.

- Cartesian product of sets, metric space, open and closed sets, limit points, closure of a set, complete metric space, Heine-Borel theorem.

#### Module 3.

- Linear space, subspaces, linear dependence and independence of vectors, basis and dimension, linear transformation in vector space, normed linear space.

#### Module 4.

- Matrices, different types of matrices, algebra of matrices, adjoint of a matrix, inverse of non-singular matrices, g-inverse, rank and determinant of matrices, solving linear