



Integral University, Lucknow

Effective from Session: 2025-2026

Course Code	SW507	Title of the Course	Corporate Social Responsibility	L	T	P	C
Year	II	Semester	IV	4	0	0	4
Pre-Requisite	Graduation	Co-requisite	None				
Course Objectives	The objective of this course is to enable students to develop a critical understanding of the concept, scope, and significance of Corporate Social Responsibility (CSR). It aims to provide insight into the role of various stakeholders, frameworks, and standards associated with CSR at national and global levels. The course further equips learners to design CSR policies, evaluate corporate initiatives through case studies, and apply CSR strategies effectively for organizational and societal development..						

Course Outcomes	
CO1	Analyze the concept of Corporate Social Responsibility and evaluate its scope and relevance in the modern business context.
CO2	Evaluate the role of various stakeholders and tools in shaping effective CSR strategies and their impact.
CO3	Formulate a comprehensive CSR policy by integrating internal and external influencing factors and international standards.
CO4	Critically examine CSR practices in India with special reference to corporate initiatives in Orissa and assess their outcomes.
CO5	Designing of CSR models based on real-life case studies and apply them to address organizational and societal challenges.

Unit No.	Title of the Unit	Content of Unit	Contact Hrs.	Mapped CO
1	Social Responsibility	Corporate Social Responsibility; Scope of CSR; Need and Significance of CSR	08	1
2	Interest Groups Related to CSR	Why Social Responsibilities of Corporate Sectors; Drivers of CSR; Tools of CSR, and Benefits of CSR	08	2
3	Designing a CSR policy	Factors influencing CSR policy; Managing CSR in an organization Social auditing, Global Recognitions of CSR- ISO 14000, SA 8000, AA 1000, Codes formulated by UN Global Compact, UNDP, Global Reporting Initiative	08	3
4	Global Perspective of CSR,	CSR in India; CSR Activities in Orissa carried out by different corporate giants and their outcomes	08	4
5	Practicalities of CSR	Vedanta/Sterilite Foundation, MCL, HINDALCO; Case studies for better understanding of each aspect of Organisation	08	5

Reference Books

Bradshaw, T. and D. Vogel. 1981. Corporations and their Critics: Issues and Answers to the Problems of Corporate Social Responsibility. New York: McGraw Hill Book Company.

Brummer, J.J. 1991. Corporate Responsibility and Legitimacy – An Interdisciplinary Analysis, Westport, CT: Greenwood Press.

Cannon, T. 1992. Corporate Responsibility (1st ed.) London: Pitman Publishing.

Reddy, Sumati and Stefan Seuring. 2004. Corporate Social Responsibility: Sustainable Supply Chains. Hyderabad: ICFAI University Press

e-Learning Source: E-gyankosh and NCERT

PO-PSO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO											
CO1	3	2	1	2	2	2	1	2	3	2	2
CO2	3	2	1	2	2	2	1	2	3	2	2
CO3	3	3	1	2	3	3	2	3	3	3	3
CO4	3	3	2	3	2	3	2	3	3	3	3
CO5	3	3	2	3	2	3	2	3	3	3	3

1-Low Correlation; 2- Moderate Correlation; 3- Substantial Correlation

Name & Sign of Program Coordinator	Sign & Seal of HoD
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Integral University, Lucknow

Effective from Session: 2022-23							
Course Code	SW508	Title of the Course	Organizational Behavior and Organizational Development	L	T	P	C
Year	IInd	Semester	IVth	4	0	0	4
Pre-Requisite	Graduation	Co-requisite	None				
Course Objectives	This course intends to acquaint the students building an insight to organizational behavior, Understanding the concept of employee morale, motivation and employee counselling. Knowing the organizational structure and communication						

Course Outcomes	
CO1	Analyze the evolution, concepts, models, and approaches of organizational behavior to evaluate their relevance in modern organizational settings.
CO2	Evaluate motivation theories, employee morale techniques, and attitude factors to recommend strategies for enhancing employee performance and engagement.
CO3	Analyze organizational development processes and structure types to assess their suitability for different organizational contexts.
CO4	Evaluate the effectiveness of organizational communication systems and propose improvements to overcome communication barriers.
CO5	Analyze occupational stress and socio-cultural industrial issues to suggest sustainable stress management and social work interventions.

Unit No.	Title of the Unit	Content of Unit	Contact Hrs.	Mappe d CO
1	Introduction to Organizational Behavior	Organizational Behavior: Evolution, Concept, Meaning, Definitions, Objectives Organizational Behavior: Dimensions, Models, Approaches and Importance	10	1
2	Understanding Employee Morale and Decision Making	Employee Morale: Meaning, Importance, Measures and Techniques of promoting Morale in the Organization. Motivation: Meaning, Definitions and Importance, Positive and Negative Motivation, Theories of Motivation. Attitude: Concept, Meaning, Definitions and Importance	8	2
3	Introduction to Organizational Structure and Its Development	Organizational Development: Meaning, Definitions, Characteristics, Objectives, Process and Techniques. Organizational Structure: Meaning, Definition, Nature, Forms and Formation of Organizational Structure.	7	3
4	Introduction to Organizational Communication	Organizational Communication: Meaning, Component, Significance and Skills of Effective, Communication. Principles and Process Organizational Communication and Barriers in Organizational	10	4
5	Issues and Problems	Occupational Stress: Concept, Stressors, Impact on Employee and Employer, Stress Management. Industry and Society: Industry as a Part of Social System, Socio-Cultural Environment	10	5

Reference Books:

- Ahuja K.K. (1990). Organizational Behaviour, New Delhi: Kalyani Publication.
- Davis. Keith (1997). Organizational Behaviour. New Delhi: Anmol Publication.
- Jitendra. M.D. (1998). Organization Communication. New Delhi: Rajat Publication
- Khanka.S.S (2000) : Organizational Behavior, New Delhi: KitabMahal Publication Ltd.
- Luthans,F. (2006). Organizational Behaviour, 11Ed, New Delhi: Tata McGraw Hill

e-Learning Source: E-gyankosh

PO-PSO	Course Articulation Matrix: (Mapping of COs with POs and PSOs)										
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO1	3	3	2	2	2	2	1	1	3	2	2
CO2	3	3	2	3	2	2	1	1	2	2	3
CO3	2	3	2	2	2	3	2	1	3	3	2
CO4	2	2	2	3	3	2	1	2	2	2	2
CO5	2	3	3	2	2	3	2	1	3	2	3

1-Low Correlation; 2- Moderate Correlation; 3- Substantial Correlation

Name & Sign of Program Coordinator	Sign & Seal of HoD
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Integral University, Lucknow

Effective from Session: 2022-23							
Course Code	SW509	Title of the Course	Social Work Intervention with Women	L	T	P	C
Year	2 nd	Semester	4th	4	0	0	4
Pre-Requisite	Graduation	Co-requisite	None				
Course Objectives	Understanding the status of women in different periods of history and current issues faced by women. Familiarizing with the concept of women empowerment, feminism and its theories. Understanding various provisions for the betterment of women in the country						

Course Outcomes	
CO1	Analyze the changing status and well-being of women in historical and contemporary contexts.
CO2	Evaluate key women's movements, feminist theories, and the social problems faced by women.
CO3	Assess legal frameworks and special provisions safeguarding women's rights and justice.
CO4	Analyze empowerment strategies and social work interventions for women's development.
CO5	Evaluate national policies, institutional mechanisms, and schemes for women's empowerment.

Unit No.	Title of the Unit	Content of Unit	Contact Hrs.	Mapped CO
1	Introduction to Status and Wellbeing	Status of Women in India: Ancient, Pre-independent and Post-independent Era, Global Status of Women: Ancient, Medieval and Modern Perspectives, Women's Wellbeing: Concept, Meaning and Scope, Situational Analysis of Women in India - Educational, Health, Political, Economic and Legal	10	1
2	Understanding Women Movements and Problems	Women Movements: Pre-independent, Post-independent, Current Women Movements., Feminism and its Theories: Liberal, Marxist, Radical and Socialist., Problems of Women: Sex Determination, Feticide and Infanticide, Sex Ratio and Mortality, Malnutrition and Health, Education, Early Marriage and Teenage Pregnancies., Women's Problems: Physical and Mental Health Problems, Dowry, Domestic Violence, Divorce, Desecration, Rape, Sexual Abuse, Sexual Harassment and Prostitution.	10	2
3	Legal Framework for Women Justice	Special Provisions: Constitutional Provisions, IPC – Sections 498A, 302/304B, 354, 363-373, 376 and 509, The Special Marriage Act, 1954, Hindu Marriage Act, 1956, Special Legislations: The Immoral Traffic(Suppression)Act, 1956, The Maternity Benefits Act, 1961, Dowry Prohibition Act 1961, The Equal Remuneration Act, 1976, Domestic Violence Ac. 2005, The Family Court Act, 1954, Indecent Representation of Women (Prohibition) Act-1986, The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal Act-2013, Pre-natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 1994, The Medical Termination of Pregnancy Act, 1971	8	3
4	Empowerment and Social Work Intervention for Women	Women's Empowerment: Concept, Meaning, Definition, Objectives, Need and Scope, Women's Empowerment: Forms, Principles, Indicators and Tools, Strategies, Approaches and Models of Empowerment, Women's Empowerment through Participation in Political and Decision Making Process, Socio-Economic Changes and Women's Empowerment in the Era of Globalization, CEDAW, Role of NGOs in Women Empowerment, Social Work Intervention and Women Empowerment.	7	4
5	Policies and Programmes for Women Empowerment	National Empowerment Policy for Women, 2001 Specific Policies Related to Health, Nutrition, Education, Employment and Social Security for Working Women, Structure, Functioning and Role of: National Commission for Women, Central Social Welfare Board, and State Social Welfare Board, KGNM Trust. Empowerment Schemes: BetiBachaoBetiPadhao, One Stop Centre, STEP, Ujjwala, Swadhar, Mahila Shakti Kendra, Mahila E-Hatt, Working Women Hostel, Scheme for Relief and Rehabilitation of Victims of Rape, Help Line. Development Programmes: MahilaSamakhya, RastriyaMahilaKoshYojna, BalikaSamridhiYojna, Kishori Shakti Yojna, JananiSurakshaYojna.	10	5

Reference Books:

Agnes, Flavia (1999). Law and Gender Equality: The Politics of Women's Rights in India. New Delhi: Oxford University Press.

Dessler, (1996), Human Resource Management, Prentice Hall of India, New Delhi.

Agrawal, N. (2002). Women and Law in India. Women Studies and Development Centre. NewCentury Publication.

Chaterjee, B.1996. : Human Resource Management A Contemporary Text. New Delhi: Sterling Publishers Pvt. Ltd.

Sinha, J.B.1990. Work Culture in the Indian Context. New Delhi: Sage Publications.

Goel, A. (2004). Organisation and Structure of Women Development and Empowerment. New Delhi: Deep and Deep Publication Pvt. Ltd.

e-Learning Source

Course Articulation Matrix: (Mapping of COs with POs and PSOs)											
PO-PSO CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
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CO2	2	3	3	1	2	3	2	1	3	1	2
CO3	1	2	1	3	3	3	1	2	2	2	1
CO4	3	1	2	2	1	3	2	2	1	3	3
CO5	3	2	2	3	2	3	1	2	2	1	3

1- Low Correlation; 2- Moderate Correlation; 3- Substantial Correlation

Name & Sign of Program Coordinator	Sign & Seal of HoD
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Integral University, Lucknow

Effective from Session: 2022-23							
Course Code	SW511	Title of the Course	Administration and Development of Tribal Community	L	T	P	C
Year	2 nd	Semester	4th	4	0	0	4
Pre-Requisite	Graduation	Co-requisite	None				
Course Objectives	Understand the basics of Tribal communities. Know the demographic and geographic distribution of Tribal communities. Develop an insight to the various problems related to Tribal Development. Able to understand the basics of Tribal communities.						

Course Outcomes	
CO1	Analyze tribal development concepts, models, and movements in India.
CO2	Evaluate socio-economic and political issues affecting tribal communities.
CO3	Assess tribal administrative systems and constitutional provisions.
CO4	Critically review tribal policies, programmes, and institutional roles.
CO5	Design ethical, need-based social work interventions for tribal development.

Unit No.	Title of the Unit	Content of Unit	Contact Hrs.	Mapped CO
1	Understanding Tribal Development	Tribal Development: Concept, Meaning, Definition, Characteristics and Needs, Approaches and Perspectives to Tribal Development: Assimilation and Integration; Environmental, Gandhian Perspectives, MADA and Mini MADA, Tribal Development Model: WADI, WAYANOD and Tribal Sub-plans, Tribal Development Movement in India	10	1
2	Problems and Issues of Tribal Development	Social Problems: Social Exploitation, Migration, Communication, Illiteracy, Early Marriage, Challenges in relation to Culture and Traditions, Economic Problems: Poverty, Unemployment, Bonded Labour, Surface Transport Roads and Land alienation, Political Problems: Tribal Power Structure, Challenges of Development Projects, Land Mafia and Displacement, Challenges of Unity and Faction, Health Problems: Malnutrition, Sickle Cell Disease, Skin Diseases, Safe Drinking Water and, Sanitation, Women's Health, HIV/AIDS	10	2
3	System and Administrative Development	Tribal Economic System: Tribal and Forest Economy, Forest Goods, Goods Exchange Method (BARTER), Joint Forest Management, Tribal Political System: Traditional and Current Power structure and Impact of 73rd Amendment, Administrative Structure: Structure and Functional Mechanism at Central, State and District, National Commission for Scheduled Tribes, Tribal Cooperative Marketing Development, Federation of India, Tribal Research Institute	8	3
4	Policies and Programmes	Tribal Development Policy in India, Tribal Development Programmes: IRDP, JRY, PMRY, TRYSEM, VKY, Eklavya Model Residential School Programme, Role of Bureaucracy and NGO in the Implementation of Tribal Welfare Scheme, Role of Five Year Plans and NITI Ayog in Tribal Development	7	4
5	Social Work Intervention with Tribal Community	Social Work Intervention Strategies for Tribal Communities, Application of Social Work Methods and Role of Social Worker, Ethics adopted to Solve Tribal Problems, Role of Voluntary Agencies in Tribal Development	10	5

Reference Books:

Puttaraja(2018) policies and Programmes for tribal Development in India, Germany: Lamnert Academic Publication.
 Raha.M.K.,coomar.P.C.(2004) Tribal India :Problem, Development Prospect, New Delhi: Gyan Publication House.
 H. Slephanie and Simon R. (2013) Human trafficking around the world: Hidden in plain sight
 SitaToppo. (1979). Dynamics of Tribal Development in India. New Delhi: Classical Publishers.
 Smith Howard Dean(2000) Modern Tribal Development, New York: Rowman and Littlefield.
 SoundraPundian .M,(2001) Tribal Development: A Case study, New Delhi: AnmolPublication.

e-Learning Source

E gyankosh

Course Articulation Matrix: (Mapping of COs with POs and PSOs)													
PO-PSO CO	PO 1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3	PSO4	PSO5
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CO2	2	3	3	1	2	3	2	1	3	1	2	2	3
CO3	1	2	1	3	3	3	1	2	2	2	1	1	2
CO4	3	1	2	2	1	3	2	2	1	3	3	3	1
CO5	3	2	2	3	2	3	1	2	2	1	3	3	2

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