

2018

**[OBE DESIGN- COLLEGE OF
SOCIAL WORK]**

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PREFACE

Outcome Based Education (OBE) is the educational approach which focuses on student centric education in the context of development of personal, social, professional and knowledge (KSA) requirements in one's career and life. It is the decade ago curriculum development methodology. The educational triangle of LEARNING-ASSESSMENT-TEACHING is the unique nature of the OBE approach. The curriculum practices such as Competency Based Curriculum, Taylor's Model of Curriculum Development, Spadys' Curriculum principles, Blooms taxonomy and further use of assessment methodologies like, Norm-reference testing and Criterion reference testing, etc is being practiced since decades. It is also interesting to know that, globally, different countries and universities adopts the curriculum development models/approaches such as, CDIO (Conceive-Design-Implement-Operate), Evidenced Based Education, Systems' Approach, etc as the scientific and systematic approaches in curriculum design.

The authorities of Dr. Babasaheb Ambedkar Marathwada University, Aurangabad (M.S.) in-lieu of accreditation standards of National Assessment and Accreditation Council, decided to opt for Outcomes Based Education (OBE). As the part of the decision, different meetings, workshops and presentations were held at the campus of university.

This document is the outcome of different meetings and workshops held at university level and department level. The detailed document is designed and the existing curriculum of the department is transformed in to the framework of OBE. This is the first step towards the implementation of OBE in the department. The document will serve all stakeholders in the effective implementation of the curriculum. The OBE is continuous process for quality enhancement and it will go a long way in order to enhance the competencies and employability of the graduates/Post-graduates of the university department.

Head of Department

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OUTCOME BASED EDUCATION

Faculty of Interdisciplinary Studies

Department of College of Social Work

1. Mission:

Mission Statement

To offer post graduate program in social work catering to the needs of profession in public and private sector and develop the copetent manpower for employment/self-employment through training and research in the framework of social work values and ethics of professional work.

2. Vision:

Vision Statement

The department envisions being a centre for excellence that educate & train society with built in commitment and mechanism for promoting and maintain peace, democracy & fraternity founded upon mutual compassion and respect through comprehensive, systematic and committed professional social intervention.

3. Title of the Program (s):

a. Master of SOCIAL WORK

4. Program Educational Objectives:

The program educational objectives (PEO) are the statement that describes the career and professional achievement after the program of studies (graduation/ post-graduation). The PEO s are driven form question no. (ii) of the Mission statement (What is the purpose of organization). The PEOs can be minimum three and maximum five.

PEO1: Mastery over the advance knowledge of Social issues and theories related to social developments.

PEO2: To provide the professional services in private and public sector.

PEO3: To undertake self-managed professional activity in the domain Social work in different areas of social development/issues.

PE04: To opt for higher education, research and to be a life-long learner.

PE05: To provide value based and ethical leadership to the profession and social life

5. Program Outcomes:

The program outcomes (PO) are the statement of competencies/ abilities. POs are the statement that describes the knowledge and the abilities the graduate/ post-graduate will have by the end of program studies.

- a. To conceive the concepts, principles and theories related to human development and social development in the field of different social domains such as women, children, disadvantaged group, etc.
- b. To implement the concepts, principles and theories related to social work in the field of different social domains such as women, children, disadvantaged group, etc.
- c. To solve social issues based on the principles and theories.
- d. To administer and manage the organizations related to social work.
- e. To analyses and implement Legal issues in dealing/resolving with social issues
- f. To provide guidance and Counseling to the target individual/group/community
- g. To conduct research studies.

6. Course- Program outcome Matrix:

The Program Outcomes are developed through the curriculum (curricular/co-curricular-extra-curricular activities). The program outcomes are attained through the course implementation. As an educator, one must know, **“to which POs his/her course in contributing?”**. So that one can design the learning experiences, select teaching method and design the tool for assessment. Hence, establishing the Course-PO matrix is essential step in the OBE. The course-program outcomes matrix indicates the co-relation between the courses and program outcomes. The CO-PO matrix is the map of list of courses contributing to the development of respective POs.

The CO-PO MATRIX is provided in the below table.

Courses	A	B	C	d	e	F	g
Development of Social Work Profession -I	*	*	*				
Working with Individuals -II	*	*	*				
Working with Groups –III	*	*	*				
Human Development & Behavior-IV	*	*	*				
Basic Social Sciences-V	*	*	*				
Family and Child Welfare -VI	*	*	*				
Social Work Practicum -VII			*	*	*		
Case Presentation /Book Review/Seminar-VIII			*	*	*		
Work With Community -IX		*	*	*	*		
Administration of Welfare & Developmental Services -X		*	*	*	*		
Social Work Research -XI		*	*	*			*
Problems of Differently Challenged Intervention-XII		*	*	*			
Women & Development -XIII		*	*	*			
Social Work Practicum -XVII			*	*	*		
Base line Survey /PRA/Practical Assignment -XVIII			*	*	*		
Integrated Social Work Practice			*	*	*		
Counselling Theory and Practice			*	*		*	
Law and Social Work			*	*	*		
Social Work Practice in the field Health		*	*	*			
Social Work Practice		*	*	*			

in the field of Mental Health							
Social Work Practicum –III		*	*	*			
Research Project –I		*	*				*
Learning supporting activity –III-Out reach activities electives /Seminars/ case study		*	*				*
Social Policy and Social Development	*	*	*				
Social Work Personal Training and Development	*	*	*				
Rural Community Development	*	*	*				
Urban Society and Urban Governance	*	*	*				
Corporate Responsibility for Social Development	*	*	*				
Social Work Practicum-iv		*	*	*			
Research Project –II		*	*				*
Learning Supportive Activity -IV		*	*	*			
Block placement	*	*	*	*			

7. Course Outcomes (for all courses):

The course outcomes are the statement that describes the knowledge & abilities developed in the student by the end of course (subject) teaching. The focus is on development of abilities rather than mere content. There can be 5 to 7 course outcomes of any course. These are to be written in the specific terms and not in general. The list of Course Outcomes is the part of **Annexure-C** attached herewith.

8. Set Target levels for Attainment of Course Outcomes:

The course outcome attainment is assessed in order to track the graduates' performance w.r.t target level of performance. The CO-PO attainment is the tool used for continuous improvement in the graduates' abilities through appropriate learning & teaching strategies. In order to assess students' performance with respect to abilities (at the end of course teaching/by the end of program) the course outcome attainment are measured/calculated. In order to calculate the program outcome attainment, the course outcome attainment is calculated. Prior to that, the course-program outcome mapping is done.

9. Set Target level for Attainment of Program Outcomes:

The program outcome attainment is assessed in order to track the graduates' performance w.r.t target level of performance. The CO-PO attainment is the tool used for continuous improvement in the graduates' abilities through appropriate learning & teaching strategies. In order to assess students' performance with respect to abilities (at the end of course teaching/by the end of program) the course outcome attainment and program outcome attainment is measured/calculated. The program outcome attainment is governed by curricular, co-curricular and extra-curricular activities including the stakeholders' participation. The direct method and indirect method is adopted to calculate the PO attainment. The direct method implies the attainment by course outcomes contributing to respective program outcomes. And indirect method is the satisfaction/feed-back survey of stakeholders. In order to calculate the program outcome attainment, the course outcome attainment is calculated. Prior to that, the course-program outcome mapping is done.

The set target level is the set benchmark to ensure the continuous improvements in the learners/ graduates' performance.

10. Course Attainment Levels:

- a. CO attainment is defined/set at three levels;
- b. The CO attainment is based on end term examination assessment and internal assessment;
- c. The Co attainment is defined at three levels in ascending order-
 - i. e.g. For end term and internal examination;
 - ii. Level-1: 40% students scored more than class average
 - iii. Level-2: 50% students score more than class average;
 - iv. Level-3: 60% students score more than class average.
- d. The target level is set (e.g. Level-2). It indicates that, the current target is level-2; 50% students score more than class average. The CO attainment is measured and the results are obtained. Based on the results of attainment, the corrective measures/remedial action are taken.
- e. CO Attainment= 80% (Attainment level in end term examination) + 20% (Attainment level in internal examination).

11. Program attainment Level:

- a. PO attainment is defined at five levels in ascending order;
- b. The PO attainment is based on the average attainment level of corresponding courses (Direct Method) and feed-back survey (Indirect method);
- c. The PO attainment levels are defined / set as stated below;
 - i. Level-1: Greater than 0.5 and less than 1.0 (0.5>1)- Poor
 - ii. Level-2: 1.0>1.5-Average
 - iii. Level-3: 1.5>2.0-Good
 - iv. Level-4: 2.0>2.5-Very Good
 - v. Level-5: 2.5>3.0 -Excellent

- d. The PO attainment target level is set/defined (say, Level-3). It implies that, the department is aiming at minimum level-3 (good) in the performance of abilities by the graduates. Based upon the results of attainment, the remedial measures are taken;
- e. PO Attainment= 80% (Average attainment level by direct method) + 20% (Average attainment level by indirect method).

12. The Results of CO Attainment:

The Results of CO attainment are provided in Annexure-B

FOR EXAMPLE:

COURSE CODE/TITLE: HDB-104

- e.g. For end term and internal examination;
- i. Level-1: 40% students scored more than class average
- ii. Level-2: 50% students score more than class average;
- iii. Level-3: 60% students score more than class average

Average Marks in External examination: 6.77 = i.e. 7.00

% Students score more than 7 is 19.45% i.e. Level-0

Average Marks in Internal examination= 16.34= i.e. 16.00

% Students score more than 16 is 100%, i.e. Level-3

A (CO) HDB-104= 80% (0) +20(3)

$$=0+0.6$$

$$=0.6$$

Hence, The attainment level is Level-0 and the set target level is Level-2 and therefore the CO is Not attained.

Table No. 1.0: CO Attainment Level

Courses	CO Attainment Value	Target Attainment Level	Fully Attained/ Not Attained	Remedial Measures
Development of Social Work Profession -I	0	2	Not Attained	Assignments, exercise, tutorials & coaching.
Working with Individuals –II	0	2	Not Attained	
Working with Groups -III	0.4	2	Not Attained	
Human Development & Behavior-IV	0.6	2	Not Attained	
Basic Social Sciences-V	0.6	2	Not Attained	
Family and Child Welfare –VI	0	2	Not Attained	
Work With Community – IX	3	2	3	
Administration of Welfare & Developmental Services –X	3	2	3	
Social Work Research -XI	1.6	2	Not Attained	Assignments, exercise, tutorials & coaching.
Problems of Differently Challenged Intervention- XII	2.4	2	2.4	
Women & Development –XIII	0	2	Not Attained	
Integrated Social Work Practice	2.2	2	2.2	

Counseling Theory and Practice	2.4	2	2.4	
Law and Social Work	2.4	2	2.4	
Social Work Practice in the field Health	3	2	3	
Social Work Practice in the field of Mental Health	3	2	3	
Social Policy and Social Development	3	2	3	
Social Work Personal Training and Development	1.6	2	Not Attained	Assignments, exercise, tutorials & coaching.
Rural Community Development	2	2	2	
Urban Society and Urban Governance	1.6	2	Not Attained	Assignments, exercise, tutorials & coaching.
Corporate Responsibility for Social Development	3	2	3	

13.The Results of PO Attainment:

The Results of PO attainment are provided in Annexure-B

FOR EXAMPLE:

PO NO.: e

(Note: Refer point No. 11 above which describes the attainment level and set target attainment level)

PO Attainment= 80% (Average attainment level by direct method) + 20% (Average attainment level by indirect method).

$$A (PO) e = 80\% (3+3+2.2+2.4+2.4+5)/5 +20\% (2.60)$$

$$=80\% (2.60) + 20\% (2.60)$$

= 2.60 i.e. Level-5. The Target Level is Level-4.

Hence, PO is attained.

Table No. 2.0 PO Attainment Level

PO/PSO number	PO Attainment Value	Target Attainment level	Fully attained/ Not Attained	Remedial Measures
a	1.16	3	Not attained	Assignments, exercises and coaching for the corresponding courses.
b	1.60	3	Fully attained	
c	1.70	3	Fully attained	
d	2.30	3	Fully attained	
e	2.60	3	Fully attained	
f	2.40	3	Fully attained	
g	1.60	3	Fully attained	

14. Planned Actions for Course Attainment:

The courses having attainment level less than Level-2 shall be addressed by developing the schedules for remedial measures like assignments, tutorial and caching.

15.Planned Actions for Program Outcome Attainment:

The POs for which the attainment level is less than Level-4 shall be addressed by developing the schedules to address the corresponding courses of respective PO(s).

ANNEXURE-B
RESULTS OF CO-PO ATTAINMENT

MASTER OF SOCIAL WORK							
Courses	a	b	C	D	e	f	g
Development of Social Work Profession -I	0	0	0				
Working with Individuals -II	0	0	0				
Working with Groups -III	0.4	0.4	0.4				
Human Development & Behavior-IV	0.6	0.6	0.6				
Basic Social Sciences-V	0.6	0.6	0.6				
Family and Child Welfare - VI	0	0	0				
Work With Community -IX		3	3	3	3		
Administration of Welfare & Developmental Services -X		3	3	3	3		

Social Work Research -XI		1.6	1.6	1.6			1.6
Problems of Differently Challenged Intervention- XII		2.4	2.4	2.4			
Women & Development - XIII		0	0	0			
Integrated Social Work Practice			2.2	2.2	2.2		
Counselling Theory and Practice			2.4	2.4	2.4	2.4	
Law and Social Work			2.4	2.4	2.4		
Social Work Practice in the field Health		3	3	3			
Social Work Practice in the field of Mental Health		3	3	3			

Social Policy and Social Development	3	3	3				
Social Work Personal Training and Development	1.6	1.6	1.6				
Rural Community Development	2	2	2				
Urban Society and Urban Governance	1.6	1.6	1.6				
Corporate Responsibility for Social Development	3	3	3				
	1.16	1.6	1.70	2.3	2.6	2.4	1.6

ANNEXURE-C

COURSE OUTCOMES

A) Social Work Practicum

i) Orientation Visits :

Orientation visits to selected -welfare and developmental service organizations shall be conducted to provide an exposure and understanding of the services provided in response to people's needs.

1. Describe the institutional work to provide social services.
 2. Describe different issues of society and measures being implemented by organizations.
 3. Describe the method/process to generate resources by the NGOs.
 4. Demonstrate issue-oriented knowledge.
 5. Describe significance of Social Work training through which employs deliver their best.
-

ii) **Concurrent Field Work** :

1. Apply theoretical knowledge into practice.
2. Implement the Administrative procedures as well as program management.
3. Demonstrate the competency in communication and writing thereby maintain and preserve records.
4. Organize different intervention programs .
5. Apply knowledge into practice by attaining professional development.

Through Field work

- a) Describe the evolution of agency, philosophy, policy and administration programme.
- b) Identify roles of other departments and personnel in implementation of agency policies & programmes (in secondary settings.)
- c) Explain the dynamic of the agency - roles, decision making process, conflict solving procedures.
- d) Establish/set agency in context of larger social system.
- e) Explain/ describe Profile of client system and causative factors affecting its needs and problems.
- f) Explain social work intervention utilized by agency in response to ' ' needs of client system.
- g) Assess one's own tasks in relation to problem situation.

Problem Solving Skills:

- a) Assess the problem situation and outlines the plan of action.
- b) Utilize problem solving process beginning with fact finding to evaluation of social work process in relation to needs, problems and aspirations of the client system.
- c) Demonstrate and utilize working relationships with agency, client system and other

related system.

- d) Utilize different techniques of problem solving, interviewing, home visits, communication and programme media mobilization of human and material resources.
- e) Utilize problem solving strategies selectively with individuals groups and communities.
- f) Describe the importance work in different administrative procedures- filing - maintaining registers, fund raising staff meetings.
- g) Demonstrate basic skills of management of services, planning organization, implementing, coordinating, communicating and evaluation.
- h) Participate in liaison work other organizations and systems in terms of obtaining sanctions for programs, interpreting social work intervention and networking on common issues.
- i) Explain the significance of and participates in teamwork one's discipline as well as in the interdisciplinary team.

Personal development:

- a) Appreciate and utilize of principles of social work in respect of persons, social justice, equality, opportunities, acceptance of the client system and its potential.
- b) Work with commitment in the agency in terms of fulfillment of tasks, disciplined use of self (dress, behavior, regularity, self-control awareness of bias and cultural blocks).
- c) Demonstrate develop positive identification with the profession, conviction of the necessity of social work intervention.

Use of field instruction:

- a) Describe the significance of field instruction as a tool for professional training.
- b) Perform the roles of faculty advisor, field instructor and field contact and utilizes their expertise in one's own training.
- c) Indicate a gradual movement from a dependence on the instructor to performing ones role and tasks more independently.
- d) Utilize individual and group conferences for professional growth by accepting both the positive and negative remarks of the instructor.
- e) Participate in the group conference and appreciates the participation of others.
- f) Initiate to improve performance through self- learning by reading learning from one's experiences and those of others.
- g) Demonstrate ability for self-evaluation.

iii) Communication Skills exercises:

1. Experience and demonstrate the societal issues.
2. Perform and demonstrate insight to play the social worker's role. „
3. Demonstrate various alternative intervention programs.
4. Demonstrate the articulation skills with the help writing and presentation.

IV) Rural Camp ;

1. Observe at the rural life as an outsider and identify the hardships.
2. Experience the functioning of social system.
3. Explain the procedure/metod to address rural problems by the gram-panchayat at local level.
4. Demonstrate skills of planning, organizing, communication and actual implementation of the program with the help of participation of the rural people .

v) Study Tour :

1. Describe the emerging institutions and innovative services provided by social workers.
2. Explain the social realities with reference to nature and scope of social work.
3. Explain the significance of group living and interpersonal relationships.
4. Describe different innovative models of social work intervention

vi) Block Placement (Vocational Training)

1. Experience participation in institutional work.

2. Observe strengths and weaknesses in way of professional development.
3. Build confidence as independent professional social worker.
4. Execute immediate on platform to experiment own knowledge.

vii) Learning Supportive Activity (LSA) :

1. Operate professional knowledge with the help of tool designed for support.
2. Demonstrate professional skills development.
3. Demonstrate before social work educators where they get opportunity to re-organize professional knowledge.
4. Involve directly in designing social work activities.

B) Research Project

1. Implement/practice ability and skills for systematic study of societal issues.
2. Analyse the causative factors held responsible for the social problems under study.
3. Demonstrate skills for designing tools of research and data collection.
4. Explain/practice implementation of research process to produce research projects.

C) Theory Subjects

Level: PG -MSW- I

Semester -1

Course Title : Development Of Social Work

1. Describe the concept of Professional Social Work.
 2. Explain the evolution of Professional Social Work through various stages.
 3. Practice Professional Ethics of Social Work.
 4. Apply the knowledge base of Professional Social Work.
-

Course Title : Working With Individuals

- 1 Ability to handle the cases.
2. Practice/demonstrate the analytical ability.
3. Describe the problem solving process for individuals.

4. Demonstrate/ explain the foundation for client worker relationship building through this method of social work.
5. Demonstaret professional attitude .

Course Title : Working With Group

1. Ability to handle the groups.
2. Work as individual and member of practice group work in different settings.
3. Explain the group as a tool for individual development.

Course Title : Human Development and Behavior Course

1. Describe the significance of stages of human development in human life cycle.
 2. Apply the knowledge about the influencing factors of human behavior.
 3. Describe the psychological bases for development.
 4. Design the ways to resolve the conflicts.
-

Course Title: Basic Social Sciences

1. Describe the relationship of Social Work with other Social Sciences.
2. Explain the importance of interdisciplinary approach to understand the social situations.
3. Explain the linkages of emerging concepts in social sciences to social work practice.
4. Write examples/ identify situations for establishing linkages in social work.

Level: PG -MSW-1

Semester –II

Course Title: Working With Community (Community Organization and Social Action)

- a) Analyze and describe the various issues and their linkages in the society.
- b) Demonstrate with example the intervention skills and strategies to be adopted to handle the social issues.
- c) Organize the community to address the community issues.

Course Title: Administration of Welfare & Developmental Services

- 1. Describe the various functions of administration of services.
 - 2. Apply the knowledge about the programme development and impact analysis.
 - 3. Describe the functioning of social welfare department and nongovernment organization.
-

Course Title: Social Work Research

- 1. Apply the knowledge of research methodology.
- 2. Describe the need for conducting research.
- 3. conduct the social survey

Level : PG-II,

Semester III

Course Title : **Integrated Social Work Practice**

- a) Analyze and describe the social work practice as a unitary process.
- b) Describe and practice the application of different approaches of social work practice.
- c) Describe the enacting of different roles to be used for initiating change process.

Course Title : **Counseling Theory And Practice**

- a. Describe and demonstrate the process of counseling.
- b. Explain the application of counseling techniques.
- c. Analyze and describe the major areas of counseling.

Course Title : Law and Social Work

- a) Describe the Indian constitution and social legislation.
- b) Explain the provisions for social legislation in the Indian law.
- c) Describe the laws and regulations as applicable to social work.

Level : **PG-II,**

Semester IV

Course Title : **Social Policy and Social Development**

- a) Describe the role of social policy in social development.
- b) Analyze and describe the features of Indian policies for major issues.
- c) Analyze the provisions for social work in planning and policy.

Course Title : **Social Work Personnel: Training and Development Course**

- a) Describe the role of social policy in social development.
- b) Analyze and describe the features of Indian policies for major issues.
- c) Analyze the provisions for social work in planning and policy