

OUTCOME BASED EDUCATION (OBE)

CONCEPT NOTES

PROGRAMME OUTCOMES (POs)

PO 1: Social Engagement	The ability for fostering individual, collective or institutional relations or involvements with communities and social service organizations.
PO 2: Life Long Learning	The ability to undertake different learning activities throughout life, with the aim of improving knowledge, skills and competences within a personal, civic, social and/or employment-related perspective.
PO 3: Sustainability Consciousness	The experience or awareness of sustainability phenomena and the ability to contribute towards sustainable living.
PO 4: Problem solving skill	The ability to resolve real life problems by undertaking a series of steps to go through, such as defining the problem, thinking of all the different kinds of solutions to the problem, weighing up the advantages and disadvantages of each solution, choosing the most appropriate solution and planning how to realise it.
PO 5: Ethical Orientation	The ability to utilize basic ethical orientations such as utilitarianism, justice and honesty, duty and responsibilities, cultural recognition, and self-interest, in ethical decision-making.

DEPARTMENT OF SOCIAL WORK

PROGRAMME SPECIFIC OUTCOMES (PSOs)

PSO1: Informed about Profession	The trainee should gain full understanding of Social Case Work-its definition, components, objectives, relevance, differentiate it from related concepts, as well as trace its history.
PSO2: Express Professionalism	The trainee should list the professional elements (Knowledge, Skills, Values and Principles, Professional Organization) of social work practice and be able to develop a plan for self-analysis, reflection, self-care and growth so as to accomplish development of self and the profession.
PSO3: Demonstrate Social Work Skills	The trainee should be able to list different social work practice settings/models and describe the background (problems, relevance & significance, programmes and challenges) and role of social worker in the social work practice setting.
PSO4: Apply Problem Solving/Capacity Building Process	The trainee should list and understand the problem-solving process/procedure/phases (Rapport building, Assessment, Planning, Intervention, Evaluation and Follow-up) and demonstrate each of the components of the problem-solving process through case vignettes and in field work.
PSO 5: Practice in Multiple Settings	The trainee should be able to list the skills, tools and techniques of social work practice and demonstrate it through case vignettes and apply the social work skills in field work.

COURSE OUTCOMES (PSO-WISE)

PSO1: Informed about Profession

SEM	Sonny	Sabu	Francina	Saji	Jasmine/Vandhana
1	<p>SW 2.1.3. Psychology for Social Work Understand, appreciate and apply the biopsychosocial bases, approaches and theories of learning in understanding individual (general psychology) and group behaviour (social psychology).</p>	<p>SW 211. History and Philosophy of Social Work 1. Understand Social Work, its Meaning, Objectives, Function, Methods, Principles and the Allied Concepts 2. Understand the History and Development of Professional Social Work in UK, USA, and India. 3. Reflect over the Philosophico-Ideological Bases of Professional Social Work</p>	<p>SW 215. Working with Groups and Families 1. The trainee should gain full understanding of Social Group Work - its definition, components, objectives, relevance, differentiate it from related concepts, as well as trace its history.</p>		<p>SW 214. Working with Communities The trainee should gain full understanding of Community Organization and Social Action-its definition, components, objectives, relevance, differentiate it from related concepts (Community Practice and Community Development), as well as trace its history.</p>
2	<p>SW 2.2.2. Theory and Practice of Counselling Understand the definition, essential characteristics and principles of Counselling and ability to create their own definition for Counselling</p>	<p>SW 223. Administration of Human Service Organizations 1. The student should be able to define/describe, and discuss the concepts of Agency, Administration, Organisation, and Management 2. The student should be able to differentiate Social Administration and Social Work</p>	<p>SW 225. Social Work Research and Statistics The trainee social worker will develop an understanding of quantitative and qualitative research</p>	<p>SW 224. Social Legislations and Human Rights Understand the Indian Constitution and Indian legal system and acquire skills to practise legal services PSO 1</p>	<p>SW 221. Working with Individuals The trainee should gain full understanding of Social Case Work-its definition, components, objectives, relevance, differentiate it from related concepts, as well as trace its history.</p>

		<p>Administration, Formal Organisation and Informal Organisation, Bureaucratic Organisation and Human Relations Organisation</p> <p>3. The students should be able to explain administrative process</p> <p>4. The students should be able to distinguish between different laws of incorporation and write MOA of a Society</p>			
3	<p>SW 232. Community Health Care and Health Administration</p> <p>1. Analyse the implications of Globalisation vis-a-vis Development as phenomena impacting Health of individuals and communities; the history of Health as organised around international events: colonialism, WHO, Alma Ata, MDGs, SDGs, Asthana; the implications</p> <p>2. Understand the concepts - Health (physical and mental), Hygiene, Health Care, Community Health as against Public Health, determinants and dimensions of health, and</p>			<p>SW 231. Project Planning and Management</p> <p>Understand the concepts of Project Management and learn how to apply Project Management tools, processes, and techniques for the successful execution of a project</p>	<p>SW 234A. Psychiatric Social Work</p> <p>The trainee should gain full understanding of Psychiatric Social Work-its definition, components, objectives, relevance, differentiate it from related concepts (rltd professions in the multi-disciplinary team), as well as trace its history.</p>

	<p>levels of health care (promotive, preventive, curative, restorative, palliative) as it plays.</p> <p>SW 233A Medical Social Work</p> <ol style="list-style-type: none"> 1. Understand the basic concepts of health, evolutionary history of health, models and approaches (levels to prevention) to intervening with disease 2. Understand human physiological systems as an interconnected system maintaining homeostasis, the various indicators of positive health, and disease affecting the systems. 				
4	<p>SW 2.4.2. Integrated Social Work Interventions</p> <ol style="list-style-type: none"> 1. Understand the core processes and models of integrated social work and international social work practice. 	<p>SW 244B. Social Analysis for Social Change</p> <ol style="list-style-type: none"> 1. The trainee social worker will analyse sources and causes of social change, theories, criteria and indicators for social change. 		<p>SW 241. Ecological Social Work and Entrepreneurship</p> <ol style="list-style-type: none"> 1. Understand the interrelatedness of Environmentalism, Ecology and Social Work and carve a personal perspective on sustainable development and understand Political Ecology Global Environmental Crisis and its linkages to the development 	<p>SW 243A. Therapeutic Interventions for Social Work</p> <ol style="list-style-type: none"> 1. The trainee should gain full understanding of Therapeutic Social Work-its definition, components, objectives, relevance, differentiate it from related concepts (other treatments for mental illness), as well as trace its history.

				<p>process</p> <p>2. Analyse the vulnerabilities of ecosystem and role of ecosystem persons in preserving the environment and life and develop tools to analyse eviction and alienation of people</p>	<p>SW 244A. Social Work Practice and Health</p> <p>2. The trainee should gain full understanding of 7 Social Work Health Settings-its definition, components, objectives, relevance, differentiate it from related fields</p>
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PSO2: Express Professionalism

SEM	Sonny	Sabu	Francina	Saji	Jasmine/Vandhana
I	<p>SW 2.1.3. Psychology for Social Work</p> <p>Develop a holistic understanding of the theories of human development and its implications on human behaviour in the context of human growth & development across the human life-span</p>	<p>SW 211. History and Philosophy of Social Work</p> <ol style="list-style-type: none"> 1. Understand the Professional Character of Social Work and the Development of Social Work Education 2. Internalise the Values and Code of Ethics of Social Work 3. Imbibe the Core Competencies and Attributes of a Professional Social Work Practitioner and Become Aware of the Professional Growth 	<p>SW 215. Working with Groups and Families</p> <ol style="list-style-type: none"> 1. The trainee should be able to list the Life skills, design a training module in groups, and impart training to co-learners, students' community and also apply in their personal life and in field work. 2. The trainee should be able to get a full understanding of family social work, its principles, problem solving process - Intake, - Beginning, Assessment, Intervention, Evaluation 	<p>SW 212. Sociology and Economics for Social Work</p> <p>Understand meanings and types of Social Institutions and Social Stratification and their implications in India societies</p>	<p>SW 214. Working with Communities</p> <p>The student should list the components (Knowledge, Skills, Values and Principles, Professional organization) of Community Organization</p> <p>The student should be able to create a plan for self-analysis, reflection and growth so as to accomplish development of self and the profession and be able to apply it in field work.</p>

		of the Learner's Personal Self	and Examination phase.		
II	SW 2.2.2. Theory and Practice of Counselling Understand the various phases, the process and the skills as well as techniques to be applied in these contexts of counselling	SW 223. Administration of Human Service Organizations 1. The student should be able to present various personnel functions in HSOs. 2. The student should be able to present and explain Finance and Office Management 3. The student should be able to present and explain the concept of social protection welfare programmes of various ministries.	Social Work Research and Statistics The trainee social worker will inculcate an ethical orientation towards research	SW 224. Social Legislations and Human Rights Understand Various Legal Commissions and Legal Services and identify the roles of social workers	SW 221. Working with Individuals 1. The trainee should list the professional elements (Knowledge, Skills, Values and Principles, Professional Organization) of social case work. 2. The student should be able to create a plan for self-analysis, reflection and growth so as to accomplish development of self and the profession and be able to apply it in field work.
III	SW 233A. Medical Social Work Understanding of the 'patient as a person' and its implication of medical social work and appreciating the necessity of multidisciplinary approach to treatment SW 232. Community Health Care and Health Administration Understand and apply	SW 234B. Rural Community Development and Panchayati Raj Understand the origin and evolution of village life and develop perspectives at improving it Community Development Programme of 1952, National Extension Services, and other Programmes of Rural Development and	SW 233B Urban Planning and Community Development 1. The trainee social worker will develop an understanding of urban planning, community development and related theoretical frameworks 2. The trainee social worker will understand and analyse urban planning, strategies, policies and agencies (Development		SW 234A. Psychiatric Social Work 1. The student should list the components (Knowledge, Skills, Values and Principles, Professional organization) of Psychiatric Social Work. 2. The student should be able to create a plan for self-

	the concept of Health Planning and Management as a cycle, drawing implications from various health indices (indicators) and the application of same in formulation of policy (Policy Formulation & NHP 1983, 2002, 2016) and organisation	Dynamics in the Planning Era Emergence of Panchayati Raj Institutions as a continuation of the Community Development Programme, its development in India with special focus on Kerala	Authorities) engaged in working with urban community development 3. The trainee social worker will be able to understand the structure, functions and the administration of community development institutions (Municipalities and corporations) in the wake of the 74th amendment		analysis, reflection and growth so as to accomplish development of self and the profession and be able to apply it in field work.
IV		SW 244B. Social Analysis for Social Change 1. The trainee social worker will understand the goal of education and Paulo Freirean and Gandhian Philosophy of education and analyse the Freirean and Gandhian Method of Education and how it has contributed to social change. 2. The trainee Social Worker will understand Social Policy, importance, the process of Policy formulation, and will acquire the skills in analysing the social policy and the role of	SW 243B. Development Economics 1. Understand the concepts of Economic Growth and Development, Approaches to Factors of and Strategies for Economic Development, and Appreciate the scope of Community Development in the context of National Development 2. Understand the Problem of Poverty and the Process of Poverty Alleviation and Appreciate the Importance of Population as Human Resource in the Development of the Country 3. Acquire an in-depth Knowledge of the Growing Indian Economy and the	SW 241. Ecological Social Work and Entrepreneurship 1. Understand the basics of communication and its theories, models, and approaches	SW 244A. Social Work Practice and Health 1. The student should list the components (Knowledge, Skills, Values and Principles, Professional organization) of health social work. 2. The student should be able to create a plan for self-analysis, reflection and growth so as to accomplish development of self and the profession and be able to apply it in field work. SW 243A. Therapeutic Interventions for Social Work 1. The student should list the components (Knowledge, Skills,

		social worker in policy formulation and planning	Importance various Sectors.		<p>Values and Principles, Professional organization) of the psychotherapy.</p> <p>2. The student should be able to create a plan for self-analysis, reflection and growth so as to accomplish development of self and the profession and be able to apply it in field work.</p>
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PSO3: Demonstrate Social Work Skills

SEM	Sonny	Sabu	Francina	Saji	Jasmine/Vandhana
I	<p>SW 2.1.3. Psychology for Social Work understand the developmental tasks and hazards across the lifespan in order to formulate social work intervention strategies</p>			<p>SW 212. Sociology and Economics for Social Work Analyse understanding of Development, Under-development Sustainable Development, social exclusion, marginalisation, corporatisation and communalism instil New Development Paradigms and critique Kerala Model of Development</p>	<p>SW 214. Working with Communities The trainee should be able to list the skills, tools and techniques of community organization and Social Action, and demonstrate it through case vignettes and apply the Community Organization skills in field work.</p>
II	<p>SW 2.2.2. Theory and Practice of Counselling</p>			<p>SW 224. Social Legislations and Human Rights 1. Understand and critique Social</p>	<p>SW 221. Working with Individuals The trainee should</p>

	Understand the ethical dilemma and means of resolving the same based on the NASW/ACA Code of Ethics			Legislations for women, children and Environment 2. Understand Human Rights: violation of Human Rights of Vulnerable and Marginalised groups, women and children, aged population and Minorities, Dalits, Indigenous People	be able to list the skills, tools and techniques of social case work practice and demonstrate it through case vignettes and apply the social case work skills in field work.
III				SW 231. Project Planning and Management 1. Evaluate the process of strategic planning of social development organisations (NGOs) 2. Understand problem identification through PRA, the project design, appraisal and LFA method 3. Distinguish between project implementation, monitoring review and evaluation	SW 234A. Psychiatric Social Work The student should be able to list the skills, tools and techniques of psychiatric social work practice and demonstrate it through case vignettes and field work
IV	SW 2.4.2. Integrated Social Work Interventions Imbibe methods of integrated social work intervention and strategies in dealing with disasters, geriatric population, youth, persons in distress, as well as persons with disabilities		SW 244B. Social Analysis for Social Change 1. The trainee social worker will develop an understanding of meaning of Social awareness and its levels, Social Analysis and different tools of social analysis and they will be analyse the present society 2. The trainee social worker will be able to analyse the difference between various strategies for social change like	SW 241. Ecological Social Work and Entrepreneurship 1. Analyse the politics of information and discern the implications of development communication and apply social mobilisation and social advocacy in moderating social development 2. Apply group communication skills and techniques in social work interventions and develop personal views and attitude towards the use and abuse of Mass media and new media	SW 244A. Social Work Practice and Health The student should be able to list the skills, tools and techniques of health social work practice and demonstrate it through case vignettes. SW 243A. Therapeutic Interventions for Social Work The student should

			individual contact, campaign, Conscientization, cultural action, negotiation, pressure, legal action, nonviolence, conflict management, advocacy, networking and political organization.		be able to list the skills, tools and techniques of psychotherapy practice and demonstrate it through case vignettes.
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PSO4: Apply Problem Solving/Capacity Building Process

SEM	Sonny	Sabu	Francina	Saji	Jasmine/Vandhana
I	SW 2.1.3. Psychology for Social Work Comprehend the concept of abnormality and the various systems of classification		SW 215. Working with Groups and Families The trainee should be able to understand the problem-solving process (Intake, Study, Goal Setting, Intervention, Evaluation and Termination), in social group work, stages of group development focusing on group processes and group dynamics and demonstrate it through field work	SW 212. Sociology and Economics for Social Work 1. Understand the basics of Economics and develop a critical thinking to analyse per capita income, National Income Analysis and economic systems 2. Apply Social Analysis tools and approach to Social Problems: poverty, unemployment, migration, alcoholism and substance abuse and application of Sociology and Economics for Social Work	SW 214. Working with Communities The student should list and understand the problem-solving process/procedure/phases (Rapport building, Assessment, Planning, Intervention, Evaluation and Follow-up) and demonstrate each of the components of the problem-solving process through case vignettes and in field work.
II	SW 2.2.2. Theory and Practice of Counselling Understanding of the various schools of psychology, the		SW 225. Social Work Research and Statistics 1. The trainee social worker will be able to apply the steps of	SW 224. Social Legislations and Human Rights 1. Differentiate the personal laws pertaining to various faiths as well as social	SW 221. Working with Individuals The trainee should list and understand the problem-solving process/procedure/phases (Rapport building, Assessment, Planning,

	<p>theoretical perspectives, learning theories and its implications to counselling practice with cases</p>		<p>quantitative research to a problem.</p> <p>2. The trainee social worker will be able to formulate and carry out qualitative research scientifically</p>	<p>legislations to protect the vulnerable PSO 4</p> <p>2. Evaluate and critique Cyber Crimes & Legal Framework on IT Act and IPR PSO 4</p>	<p>Intervention, Evaluation and Follow-up) and demonstrate each of the components of the problem-solving process through case vignettes and in field work.</p>
III	<p>SW 233A. Medical Social Work</p> <p>1. Understanding nutrition, balanced diet in prevention deficiency disorders, the sociocultural aspects of nutrition, preventive and management measures and national nutritional programmes</p> <p>2. Understand the prevalence, aetiology, symptoms, prevention and treatment of diseases - communicable and non-communicable - and relevant national health programs</p> <p>SW 232. Community Health Care and Health Administration</p> <p>1. Apply the method of social work, especially Working with Communities</p>			<p>SW 231. Project Planning and Management</p> <p>Analyse the Project Finance and Financial Management</p>	<p>SW 234A. Psychiatric Social Work</p> <p>The student should list and understand the problem-solving process/procedure/phases (Rapport building, Assessment- Disorders, symptomatology and MSE, Planning, Intervention, Evaluation and Follow-up) and demonstrate each of the components of the problem-solving process through case vignettes and in field work.</p>

	(Community Organisation) in the context of health; its components and principles				
IV	<p>SW 2.4.2. Integrated Social Work Interventions</p> <p>1. Understand the impact of human activity in creating eco-system disequilibrium, contributing to disasters; acquire understanding of the strategies for prevention, mitigation and preparedness in order to visualise social work interventions</p>		<p>SW 244B. Social Analysis for Social Change</p> <p>The trainee social worker will understand Social Movements: theories, types, relevance and also will acquire skills in analysing contemporary social movements, agencies involved including Human Rights Movements at National and State level</p>		<p>SW 244A. Social Work Practice and Health</p> <p>The student should list and understand the problem-solving in each health setting and demonstrate the process through case vignettes.</p> <p>SW 243A. Therapeutic Interventions for Social Work</p> <p>The student should list and understand the problem-solving process/procedure/phases (Rapport building, Assessment -Therapy specific assessment, Planning, Intervention, Evaluation and Follow-up) and demonstrate each of the components of the problem-solving process through case vignettes</p>

PSO 5: Practice in Multiple Settings

SEM	Sonny	Sabu	Francina	Saji	Jasmine/Vandhana
I	<p>SW 2.1.3. Psychology for Social Work</p> <p>Develop as comprehensive analysis of a case, applying the above theories and development tasks in the context of a life-span and develop a comprehensive ideal</p>	<p>SW 211. History and Philosophy of Social Work</p> <p>Understand Different Fields Social Work and International Social Work</p>	<p>SW 215. Working with Groups and Families</p> <p>1. The trainee should list the professional elements (Knowledge, Skills, Values and Principles, Professional</p>	<p>SW 212. Sociology and Economics for Social Work</p> <p>1. Understand Socialization, Social Control and social change and imbibe their meaning, process, agents and theories</p> <p>2. Analyse International</p>	<p>SW 214. Working with Communities</p> <p>The trainee should be able to list different community organization settings/models and describe them.</p>

	social work intervention plan		Organization) and relate these to the field work. 2. The trainee should be able to compare different structure, content and methods of Social Group Work records and apply the - narrative- condensed- analytical-summery format in Social Group Work	Economic Institutions and paradoxes of Globalisation and contemporary dynamic in the global development process	
II	SW 2.2.2. Theory and Practice of Counselling Apply the principles of case recording and documentation in practice		SW 225. Social Work Research and Statistics The trainee social worker will apply research methods to resolve social work problems	SW 224. Social Legislations and Human Rights Analyse Globalisation and Human Rights - Health and Human Rights - Gender and Human Rights - Refugees and Human Rights	SW 221. Working with Individuals The trainee should be able to list different social work practice settings/models and describe the background (problems, relevance & significance, programmes and challenges) and role of social worker in the social work practice setting.
III	SW 233A. Medical Social Work Perceiving the role of social work in various contexts (clinics) in the medical setting SW 232. Community Health Care and Health	SW 234B. Rural Community Development and Panchayati Raj 1. Understand the changes happening in rural life over the years and various	SW 233B. Urban Planning and Community Development The trainee social worker will identify and analyse various issues of urban communities,	SW 231. Project Planning and Management 1. Imbibe skills for project preparation and create competencies to design projects 2. Develop resource mobilisation and	SW 234A. Psychiatric Social Work The trainee should be able to list different psychiatric social work practice settings/models and describe the background (problems,

	<p>Administration</p> <ol style="list-style-type: none"> 1. Understand the organisation of Health Services at the various levels - International, National (MoHFW), State (DHS), District and at the hospital level (local) and role of social worker as administrator – stakeholders 2. Understand and appreciate the implications of various health policy and health-related legislations in occupation, public and safety, reproductive and sexual health, mental health 	<p>rural reconstruction efforts of India before 1952 Gandhian Concept of Rural Development and the Emergence and Contributions of Cooperatives for Rural Development Programmes of Rural Development of Central and State Governments</p> <ol style="list-style-type: none"> 2. Understand the concept and programmes of rural Community Development 	<p>programmes (NRLM, PMAY, Kudumbashree) and scope for social work The trainee social worker will acquire skills in developing projects to address existing social problems in an urban community and design interventions for Civil Society Organisations engaged in CSR</p>	<p>fundraising blue print</p>	<p>relevance & significance, programmes and challenges) and role of social worker in the particular setting</p>
IV	<p>SW 2.4.2. Integrated Social Work Interventions Use analytical tools to assess circumstances, events and situations engage with, and apply the theories, perspectives, strategies, techniques and skills of practice</p>	<p>SW 243B. Development Economics</p> <ol style="list-style-type: none"> 1. Understand the Concept of Underdevelopment, look at the structural Features of Indian Economy and Realise that India is a Developing Economy and Community Development Contributes towards 		<p>SW 241. Ecological Social Work and Entrepreneurship</p> <ol style="list-style-type: none"> 1. Understand the foundations of social entrepreneurship in social work context and seven principles of social entrepreneurship 2. Analyse various models of contemporary social entrepreneurship and design a social enterprise for a social problem 	<p>SW 244A. Social Work Practice and Health The trainee should be able to discuss the background (problems, relevance & significance, programmes and challenges) and role of social worker in particular health settings. SW 243A.</p>

		it. 2. Appreciate the Importance of Planned Development in the Progress of the Country			Therapeutic Interventions for Social Work The trainee should be able to evaluate different types of therapy and its applicability in social work practice.
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DEPARTMENT OF PERSONNEL MANAGEMENT

PROGRAMME SPECIFIC OUTCOMES (PSOs)

PSO1: Functional Understanding of HRM	Gain clear understanding of the functional areas of HRM such as Talent management, Employee Wellness, Performance Management, Strategic HRM and compensation management.
PSO2: Domain Knowledge in Management	Get clarity in various dimensions of management like managerial functions, evolution of management discipline, business and economic environment, Finance, Marketing, Industrial Engineering and Operations Management.
PSO3: Behavioural Dynamics	Become competent to analyse the individual and group behaviour in organisations, ability to analyse change management process, and assess different problems faced by people in organisation setting.
PSO4: Legislative Compliance	Competent to handle labour and industrial relations by applying the relevant legal compliances.
PSO 5: Sustainable Decision Making	Ability to take most sustainable decisions in various organisational contexts by applying analytical tools and research acumen to offer feasible solutions by balancing social and ecological consequences.
PSO 6: High Touch and General Competencies	Develop competence in applying behavioural interventions like counselling, mentoring support, and effective Organisation Development (OD) interventions together with capabilities of communication, leadership and other managerial capabilities.

COURSE OUTCOMES (PSO-WISE)

PSO 1: Functional Understanding of HRM

SEM	Prakash	Anitha	Angelo	Aby	Anupama
I	Fundamentals of Management & HRM	Business Communication To familiarise with the basic concepts of communication To illustrate the various forms and application of communication Develop business correspondence documents for communication	Research and Statistics for Management	Organisational Behaviour 1. Foundations of OB	Labour and Managerial Economics
II	Urban Planning & Sustainable Development	Talent Management	Industrial Engineering and Operations Management	Marketing Management	Financial Management
III	Employee Wellness	Labour Laws	Performance Management & Employee Counselling	Industrial Relations 1. To understand the concept and history of IR	Business Strategy
IV	HR Analytics HRM 242.1: Discuss the concept and various applications of Analytics in workplace HRM 242.2: Illustrate the relevance of Analytics in various HR process to derive tangible benefits from HR practices. HRM 242.5: Explain the trends and issues connected to the use of HR analytics in organisations	Management of Change and OD To understand the basic concepts and processes of OD and Change Management	Compensation Management	SHRM 1. The understanding of the elementary basics of SHRM	Business Environment and Entrepreneurship

PSO 2: Domain Knowledge in Management

SEM	Prakash	Anitha	Angelo	Aby	Anupama
I	Fundamentals of Management & HRM	Business Communication	Research and Statistics for Management <ol style="list-style-type: none"> 1. Describe the basic concepts of Research 2. Analyse the scales and measures used in selected standardised tools 3. Review of published Meta-analysis reports 	Organisational Behaviour Judge the emotion & attitude of individuals	Labour and Managerial Economics <ol style="list-style-type: none"> 1. Explain the fundamental concepts of Economics and managerial Economics 2. Describe the demand and supply, factors affecting demand and supply, kinds of demand elasticities and supply elasticities 3. Explain the concept of market, its structure, its mechanism, different types of markets, conditions of perfect and imperfect competition 4. Explain the basic Concepts of Labour Market 5. Describe the Economic Planning, Economic Reforms and Crisis in India 6. Analyse the various tools for economic decision - making
II	Urban Planning & Sustainable Development	Talent Management Illustrate HR audit process in various organisations	Industrial Engineering and Operations Management	Marketing Management	Financial Management <ol style="list-style-type: none"> 1. Explain the basic concepts of Financial Management and Accounting 2. Illustrate the process involved in financial decisions, Investment Decisions and Dividend Decisions 3. Illustrate the financial statement analysis and estimation of cost of capital 4. Apply the techniques of Time value of Money, risk and return in Finance
III	Employee Wellness	Labour Laws Describe the evolution of labour law	Performance Management & Employee Counselling <ol style="list-style-type: none"> 1. Describe the basic concepts of performance 	Industrial Relations To understand how to handling harassment at workplace	Business Strategy <ol style="list-style-type: none"> 1. Explain the concepts of Strategy, Strategic Management, SBU, Social Responsibility and Corporate

			<p>management</p> <ol style="list-style-type: none"> 2. Analyse the problems faced by companies in real life to measure performance 3. Evaluate the performance appraisal tools by understanding different dimensions of it and its implications on workers and managers. 		<p>Governance</p> <ol style="list-style-type: none"> 2. Describe the Strategic Implementation Process, Strategic Decisions and Strategic Choices 3. Explain the Strategies in a global environment and adding value to the shareholder 4. Explain the various business models 5. Application of the various Strategic Options 6. Evaluation of the various Strategies.
IV	HR Analytics	<p>Management of Change and OD To develop the insight and competence in diagnostic and intervention of OD To Analyse the various processes in change management</p>	<p>Compensation Management</p> <ol style="list-style-type: none"> 1. Describe the basic concepts of Compensation 2. Analyse the problems faced by companies in real life while designing compensation policy 3. Evaluate the dimensions of strategic compensation suitable for different sectors and its impact on retention. 	<p>SHRM To analyse the intertwined structure of HR and strategy</p>	<p>Business Environment and Entrepreneurship</p> <ol style="list-style-type: none"> 1. Explain the basic concepts of Business Environment and Entrepreneurship 2. Describe the factors facilitating the business environment and the schemes introduced by the government as well as International Organizations to facilitate business operations and Entrepreneurship, structural reforms and policies 3. Explain the Indian Model of Management, Indian Heritage and the trends, factors in Entrepreneurship 4. Illustrate the various Business Environment Analysis Tools and its applications 5. Analyse the feasibility of Business Idea, Start-ups and MSMEs 6. Design a Business Plan with creativity, Lateral Thinking and Social Responsibility Approach

PSO 3: Behavioural Dynamics

SEM	Prakash	Anitha	Angelo	Aby	Anupama
I	Fundamentals of Management & HRM	Business Communication To equip students to apply IT and audio-visual tools	Research and Statistics for Management	Organisational Behaviour Analyse working in groups	Labour and Managerial Economics
II	Urban Planning & Sustainable Development	Talent Management Discuss the talent requirement of an enterprise and human potential at work	Industrial Engineering and Operations Management 1. Identify the standards related to factory and office layout 2. Discuss the potential of work study 3. Develop a network diagram to understand project management	Marketing Management	Financial Management
III	Employee Wellness HRM 232.3: Discuss the legal provisions associated with conditions of labour belonging to factory, plantations, Contractors, Shops and Commercial establishments	Labour Laws	Performance Management & Employee Counselling	Industrial Relations	Business Strategy
IV	HR Analytics	Management of Change and OD	Compensation Management	SHRM To think and analyse the transformations happened in the domain of HR	Business Environment and Entrepreneurship

PSO 4: Legislative Compliance

SEM	Prakash	Anitha	Angelo	Aby	Anupama
I	Fundamentals of Management & HRM	Business Communication	Research and Statistics for Management	Organisational Behaviour Learning patterns of	Labour and Managerial Economics

				individuals	
II	Urban Planning & Sustainable Development	Talent Management	Industrial Engineering and Operations Management	Marketing Management	Financial Management
III	Employee Wellness	Labour Laws Discuss the laws related to working conditions of labour Describe the laws related to social security Analyse the laws related to industrial relations and wages	Performance Management & Employee Counselling	Industrial Relations 1. To understand the settlement mechanisms 2. Analyse the reasons of industrial disputes 3. Create a standing order for an organization	Business Strategy
IV	HR Analytics	Management of Change and OD	Compensation Management	SHRM The student knows to apply the tools for measuring the qualitative aspects of HR	Business Environment and Entrepreneurship

PSO 5: Sustainable Decision Making

SEM	Prakash	Anitha	Angelo	Aby	Anupama
I	Fundamentals of Management & HRM HRM 212.1: Discuss the evolution of management by understanding various schools of management thoughts HRM 212.2: Illustrate the basic functions of management HRM 212.3: Explain students the concepts and scope of Human Resource Management. HRM 212.4: Illustrate the various functions of HRM including Job Analysis, Human Resource Planning, Recruitment, and Onboarding HRM 212.5: Discuss the various methods of training and development HRM 212.6: Design training need assessment and training evaluation tools HRM 212.7: Design a training schedule for employees	Business Communication	Research and Statistics for Management Differentiate quantitative vs qualitative research. Design a statistical analysis plan for a chosen research synopsis with tool for data collection to be prepared.	Organisational Behaviour 1. Assemble the factors of job satisfaction 2. Handling Conflict and stress 3. Macro aspects within organization	Labour and Managerial Economics

	in an organisation				
II	Urban Planning & Sustainable Development HRM 221.1: Discuss the changing scenario of urban planning and its impact on environment HRM 221.2: Illustrate the concept of sustainable development HRM 221.3: Explain students about the rising issues related to environment HRM 221.4: Identify the global standards relates to sustainability HRM 221.5: Design social impact assessment tools HRM 221.6: Illustrate the various dimensions of Corporate Social Responsibility activities HRM 221.7: Develop sensitivity towards protecting environment through reducing carbon footprint	Talent Management Outline strategies in managing the talent management challenges in a knowledge- based work environment	Industrial Engineering and Operations Management Illustrate the application of Quality Control in HR Identity skills required for HR to deal with productivity requirements Outline ways for managing the ERP integration	Marketing Management	Financial Management
III	Employee Wellness	Labour Laws Analyse the administration of labour laws	Performance Management & Employee Counselling Compare the counselling techniques suitable for different organizations. Design a performance appraisal system for a selected organization.	Industrial Relations Evaluate the changes happening to IR with time	Business Strategy
IV	HR Analytics HRM 242.3: Illustrate the use of various statistical tools for HR analytics through SPSS HRM 242.4: Discuss the different HR measures and matrices relevant to various HR functions including staffing, development, compensation, performance and separation	Management of Change and OD	Compensation Management Compare different compensation structures. Design a new compensation plan	SHRM Evaluate the key trends in HR	Business Environment and Entrepreneurship

			for a chosen organization.		
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PSO 6: High Touch and General Competencies

SEM	Prakash	Anitha	Angelo	Aby	Anupama
I	Fundamentals of Management & HRM	Business Communication To develop the skills of written and oral communication	Research and Statistics for Management	Organisational Behaviour Finding out the uniqueness of individuals	Labour and Managerial Economics
II	Urban Planning & Sustainable Development	Talent Management 1. Illustrate the application of various Human Resources Information Systems and tools 2. Identity skills in imparting HRD tools in organisations	Industrial Engineering and Operations Management	Marketing Management	Financial Management
III	Employee Wellness HRM 232.1: Discuss the concept of Labour welfare, its history, theories and principles HRM 232.2: Explain students about the welfare measures available for various categories of labour HRM 232.4: Illustrate the concept of employee wellness and health	Labour Laws	Performance Management & Employee Counselling	Industrial Relations To apply best techniques in collective bargaining	Business Strategy
IV	HR Analytics	Management of Change and OD 1. To equip students to	Compensation Management	SHRM Understand the variations in culture	Business Environment and Entrepreneurship

		evaluate various OD interventions 2. Develop OD interventions for certain organisations			
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DEPARTMENT OF SOCIOLOGY

PROGRAMME SPECIFIC OUTCOMES (PSOs)

PSO 1	Making Sense of Society	Understanding social life, patterns of social relationships, social interaction, and culture.
PSO 2	Connecting Personal with Public	Possessing the ability to realize the relationship between personal experiences and the larger society, and thus being able to distinguish between the personal and social levels in our own lives.
PSO 3	Thinking Beyond Common Sense	Being equipped with a method of enquiry, which systematically tests common sense beliefs against facts, and “brings out different levels of meaning, some of which are hidden from the consciousness of everyday life.” (Berger, 1963)
PSO 4	Social Sensitivity	Being proficient in identifying, perceiving, and understanding cues and contexts in social interactions along with being socially respectful to others (<i>Alleydog.com's online glossary</i>).
PSO 5	Interdisciplinary Orientation	A scholarly orientation that features "a process of answering a question, solving a problem, or addressing a topic that is too broad or complex to be dealt with adequately by a single discipline, and which draws on the disciplines with the goal of integrating their insights to construct a more comprehensive understanding" (Repko, 2011 - "Interdisciplinary Research").
PSO 6	Professional Sociologist	Practicing sociological imagination, sociological thinking, social sensitivity, interdisciplinary problem solving and research skills.

COURSE OUTCOMES (PSO-WISE)

PSO 1: Making Sense of Society

Sem	Saji	Nisha	Lekshmi	Smitha
I		Introduction to Social Research Methods CO1: Understanding the nature of scientific methods and key research concepts and issues	Theoretical Foundations in Sociology CO1: Students will be acquainted with the historical background of the emergence of sociological theory.	Introduction to Sociological Imagination CO 1: Understanding the historical background of emergence and development of sociology
II	Advanced Social Research Methods CO 1: The Students will develop a scientific understanding of our society	Social Policy and Planning CO1: The students will be able to discuss the range of topics, issues and programs that social policy addresses	Sociology of Marginalized Communities CO1: Students will be enabled to understand the significance of the sociological study of marginalized communities	Theoretical Perspectives in Modern Sociology CO 1: The students will be able to describe different modern theoretical perspectives in sociology
III	Current Debates in Social Theory CO 1: Students would be able to analyse the differences between micro macro theories and their use in social analysis or social research	Social Statistics CO 1: Describe and discuss the basic concepts and techniques of social statistics CO 2: Organize, manage and present data	Social Gerontology CO 1: Students will be able to understand the significance of the sociological study of ageing from a broader social and theoretical perspective	Population and Society CO 1: The students will be able to understand the relevance of population study and its importance in Sociology
IV		Urban Planning and Development: CO 1: Understand the core planning knowledge and skills CO 3: Develop an understanding about the history of urban planning and its impact on Indian society	Gender and Society CO 2: Students will be able to understand the context, history and trajectory of gender and sexuality and thereby sensitise the significance of the study of gender as an analytical tool to understand social realities.	Mass Media and Communication CO 1: Understand two inseparable fields-mass media and communication and analyze them from a sociological perspective

PSO 2: Connecting Personal with Public

Sem	Saji	Nisha	Lekshmi	Smitha
I		<p>Introduction to Social Research Methods CO 2: Understand Basic steps involved in social research and the types of social research with their applicability CO 3: Develop an insight into the need and types of research design and the use of sampling CO 4: To equip students with tools for data collection</p>	<p>Theoretical Foundations in Sociology CO 3: Students will be able to analyse and interpret the contemporary social scenario with the backdrop of the social and intellectual contexts.</p>	<p>Introduction to Sociological Imagination CO 3: Examine sociology as the action and common sense of everyday life</p>
II	<p>Advanced Social Research Methods CO 2: Students will develop practical skills to connect his/her personal experiences to the wider social real-life situations.</p>	<p>Social Policy and Planning CO 4: Ability to apply knowledge, information and research skills to complex problems in a range of policy contexts and are effective oral and written communicators</p>	<p>Sociology of Marginalized Communities CO 2: Students will be able to reflect upon the wider social real-life situations of marginalized communities</p>	<p>Theoretical Perspectives in Modern Sociology CO 4: The students will be able to reflect upon their own everyday life using the learned theories</p>
III	<p>Current Debates in Social Theory CO 5: Students will become capable of creating theoretical interpretation of society</p>	<p>Social Statistics CO 3: Analyze statistical data graphically using frequency distributions and cumulative frequency distributions CO 4: Analyze statistical data using measures of central tendency and dispersion</p>	<p>Social Gerontology CO 2: Students will get the understanding of sociological, biological, and psychological aspects of aging and the issues raised by social gerontology</p>	<p>Population and Society CO 4: Ability to apply research skills and knowledge to the causes and remedies towards India's population problem</p>
IV		<p>Urban Planning and Development CO 2: Describe basic issues in urban planning and evaluate complexity inherent in planning</p>	<p>Gender and Society CO 2: Students will be equipped with the theoretical insight to analyze and interpret the social system around men and women.</p>	<p>Mass Media and Communication CO 3: Analysing the impact of new media on the future of today's generation.</p>

PSO 3: Thinking Beyond Common Sense

Sem	Saji	Nisha	Lekshmi	Smitha
I		<p>Introduction to Social Research Methods CO 5: To enable students to undertake independent social research</p>	<p>Theoretical Foundations in Sociology CO 2: Students will be able to understand the theoretical insights of classical thinkers in their analysis of basic features of social life.</p>	<p>Introduction to Sociological Imagination CO 2: Students will be able to connect personal with public having a deep insight of intellectual craftsmanship</p>
II	<p>Advanced Social Research Methods CO 3: Students would be able to implement sociological imagination in practical contexts of undertaking social research</p>	<p>Social Policy and Planning CO 3: Students will learn to use critical thinking skills in the process of policy evaluation and development</p>	<p>Sociology of Marginalized Communities CO 3: Students will be able to differentiate different perspectives on marginalization</p>	<p>Theoretical Perspectives in Modern Sociology CO 3: The students will be sensible towards the structural, functional and conflict dimensions of society</p>
III	<p>Current Debates in Social Theory CO 2: Students would become capable of critical thinking using social theories of different time periods</p>	<p>Social Statistics CO 5: Conduct basic statistical analysis of data</p>	<p>Social Gerontology CO 4: Students will be able to analyze the medical model of ageing and evaluate various problems and factors that affect aging in different societies</p>	<p>Population and Society CO 3: Examine the demographic factors responsible for population change Fertility, mortality and migration</p>
IV			<p>Gender and Society CO 3: Students will be able to analyse the emergence of women's studies in the context of feminist thought and critiques of sociological theories and of social methodologies</p>	<p>Mass Media and Communication CO 3: Familiarize students with various theories of media and critically evaluate in the current scenario</p>

PSO 4: Social Sensitivity

Sem	Saji	Nisha	Lekshmi	Smitha
I			<p>Theoretical Foundations in Sociology CO 4: Students will be able to relate the theories of the classical thinkers to evaluate the contemporary societal issues</p>	<p>Introduction to Sociological Imagination CO 4: Applying the knowledge and research skill of a sociologist and understand sociology professionally</p>
II		<p>Social Policy and Planning CO 2: Students will be able to analyze social problems and identify vulnerable groups and environments, and reflect on the meaning of welfare system for people.</p>	<p>Sociology of Marginalized Communities CO 4: Will be able to observe and analyse the everyday life and problems of marginalized communities</p>	<p>Theoretical Perspectives in Modern Sociology CO 2: The students will be able to differentiate each theoretical perspective from other</p>
III		<p>Social Statistics CO 8: To identify and make sense of inherent social issues through analysis of association and relationship</p>	<p>Social Gerontology CO 3: Students will be able to observe the everyday life of elderly and analyze the sequence of socially defined events and roles that the elderly enacted over time</p>	<p>Population and Society CO 2: The students will be able to analyze each theoretical perspective reflecting on the growth of Population in India</p>
IV		<p>Urban Planning and Development CO 5: Analyze key contemporary planning ideals, ethics and debates, including debates surrounding the creation of equitable and sustainable human settlements</p>	<p>Gender and Society CO 4: Students will be able to evaluate the problems, movements and strategies taken by the society and lead to a better understanding of the social phenomena.</p>	<p>Mass Media and Communication CO 4: Examine pertinent issues in modern mass media and its impact of globalization and modern technology in this field</p>

PSO 5: Interdisciplinary Orientation

Sem	Saji	Nisha	Lekshmi	Smitha
I				
II			Sociology of Marginalized Communities CO 5: Students will be able to evaluate the movements, programmes and policies of marginalized communities.	
III	Current Debates in Social Theory CO 5: The students will become familiarised with the nature of sociological theories in the contemporary times. CO 4: The students would be able to compare and explain the various theoretical perspectives of sociology	Social Statistics CO 9: Able to apply statistical techniques in diverse research situations		Population and Society CO 5: Students will learn to use critical thinking skills in the process of policy evaluation for reproductive health and Welfare
IV		Urban Planning and Development CO 6: Evaluate urban development plans, programmes and efforts.		

PSO 6: Professional Sociologist

Sem	Saji	Nisha	Lekshmi	Smitha
I		Introduction to Social Research Methods CO 6: Design a research, justifying use of various		Introduction to Sociological Imagination CO 5: Preparing students to become engaged sociologist by

		<p>methods/tools to carry out the same</p> <p>CO 7: Collect, analyze and interpret both quantitative and qualitative data</p> <p>CO 8: Sensitise ethical standards in social research</p>		<p>connecting classroom to the community.</p>
II	<p>Advanced Social Research Methods</p> <p>CO 4: Students will evaluate the different research strategies distinguished from each other</p> <p>CO 5: Design social research, apply and report</p> <p>CO 6: Students will evolve into a professional practitioner of social research</p>	<p>Social Policy and Planning</p> <p>CO 5: The students will be able to understand the social policy and its relationship with sociology and other social sciences (PSO1)</p> <p>CO 6: Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. E.g., policy making /project work (PSO2)</p>		<p>Theoretical Perspectives in Modern Sociology</p> <p>CO 5: The students will be capable to critique modern social spaces using a theoretical framework</p>
III		<p>Social Statistics</p> <p>CO 6: To build competence in data analysis using statistical techniques</p> <p>CO 7: Evaluate the nature of data to identify appropriate statistical technique</p>		
IV		<p>Urban Planning and Development</p> <p>CO 4: Understand urban theories and approaches and think in a critical and reflective manner (PSO3)</p>		<p>Mass Media and Communication</p> <p>CO 5: Expose the students to the media industry and gather field experiences in this industry</p>

DEPARTMENT OF COUNSELLING PSYCHOLOGY

PROGRAMME SPECIFIC OUTCOMES (PSOs)

PSO1: Deep Knowledge in Behavioural Dynamics	A thorough understanding of concepts, theories and principles in the field of psychology that will help to understand and analyse behaviour.
PSO2: Scientific Research Orientation	To Scientifically understand and analyse behaviour; to develop objective view of behaviour; To identify and create new modalities of counselling and psychotherapeutic strategies.
PSO3: Community Engagement	An ability to carry out community based counselling and psychotherapeutic services.
PSO4: Professional Competence	The ability to apply skills and techniques in Counselling, and to excel as a self-confident and productive counselling psychologist.

COURSE OUTCOMES (PSO-WISE)

PSO 1: Deep Knowledge in Behavioural Dynamics

Sem	Promod	Leena	Jisha	Sree Devi
I	CP 213: Psychology of Individual Differences CP 213 .1. To be able to understand and appreciate differences between individuals CP 213 .2. To provide students with a theoretical outlook regarding individual differences		CP 211: Foundations of Psychology CP 211 .1: Provide comprehensive understanding of core areas of psychology CP 211 .2: Understand the neurophysiological basis of learning, memory, emotions and motivation CP 211 .3: Analyse complex	CP 212. Fundamentals of Counselling Psychology CP 212 .1. To familiarize students with the basic concepts and issues of counselling

	CP 213 .4. To understand how individual differences, evolve across the lifespan		human cognitive functions	
II	CP 223. Approaches to Counselling CP 223.1. Discuss various approaches in Counselling	CP 222. Counselling Process and Skills CP 222.1. Understand basic counselling process. CP 222 .4. Critically evaluate different models of counselling and behavioural dynamics	CP 221. Understanding Abnormal Behaviour CP 221. Provide conceptual understanding of normal and abnormal behaviour	CP 224. Psychometry CP 224.1. Discuss the science of psychometry
III	CP 233. Counselling in Organizational Settings CP 233 .1. Understand the basic behaviour in Organizational Settings CP 233 .4. Critically evaluate the effectiveness of different psychotherapeutic measures in Organizational settings	CP 231. Counselling in Community Settings. CP 231 .1 Understand basics of community psychology.	CP 232. Counselling in Educational Settings CP 232 .1. Provide deep understanding of the educational phenomenon CP 232 .2. Provide theoretical knowledge of the interpretation of individual behaviour in educational situations	
IV	CP 243. Counselling and Legislations CP 243 .1. To understand ethical code of conduct among mental health professionals CP 243 .2. To attain legal knowledge related to mental health care profession CP 243 .4. To attain knowledge in establishing a counselling centre	CP 242. Counselling in Hospital Settings CP 242 .2. Identify and explain the psychological factors in health, disease and behavioural responses associated with health and disease.	CP 241. Counselling the Family CP 241 .1. Understand the concept of family dynamics CP 241 .2. Develop critical understanding on different approaches to family counselling	

PSO 2: Scientific Research Orientation

Sem	Promod	Leena	Jisha	SreeDevi
I		<p>CP 214: Research Methodology</p> <p>CP 214 .1. Understand basics of psychological research</p> <p>CP 214 .2. Sketch research problems</p> <p>CP 214 .3. To differentiate probability and non-probability sampling</p> <p>CP 214 .4. Understand concepts related with research designing.</p> <p>CP 214 .5. Compare and differentiate qualitative and quantitative research approaches.</p> <p>CP 214 .8. Understand APA style research proposal and report writing</p> <p>CP 214.9. Use computers and software in research process.</p> <p>CP 214.10. Recognize the importance of ethical research practice</p>	<p>CP 211. Foundations of Psychology</p> <p>CP 211.4. Identify the research methods in biopsychology and ethical issues in research</p>	
II				
III		<p>CP 231. Counselling in Community Settings</p> <p>CP 231 .3. Execute need assessment and action research.</p>	<p>CP 232. Counselling in Educational Settings</p> <p>CP 232 .3. Shedding light towards recent research in educational psychology</p>	
IV			<p>CP 241. Counselling the Family</p> <p>CP 241.3. Familiarize with the ethical practice in family therapy</p> <p>CP 241 .4. Critically Analyse legislations and policies for family welfare in India</p>	

PSO 3: Community Engagement

SEM	Promod	Leena	Jisha	Sree Devi
I	CP 213. Psychology of Individual Differences CP 213 .3 To analyse why individuals, behave in ways in social situations		CP 211. Foundations of Psychology CP 211 .5 Recognize connections between knowledge gained in psychology to everyday life	
II	CP 223. Approaches to Counselling CP 223.3 Identify suitable approaches as per cases		CP 221. Understanding Abnormal Behaviour CP 221.4 Enable in assessment and designing plan for intervention	CP 224. Psychometry CP 224.4 Identify the ethical issues in test construction
III		CP 231 Counselling in Community Settings CP 231.5 Identify the risk and protective factors and strategies to deal with psycho social stress.	CP 232. Counselling in Educational Settings CP 232.6 Enable students for developing effective intervention strategies	
IV	CP 243. Counselling and Legislations CP 243 .3 To analyse legal issues in the field of Mental Health care		CP 241.Counselling the Family CP241.6 Students will be able to implement family intervention programmes and practices at field	

PSO 4: Professional Competence

SEM	Promod	Leena	Jisha	Sree Devi
I		<p>CP 214. Research Methodology CP 214 .6 Understand significance of statistics and statistical analysis in research. CP 214 .7 Execute Parametric and non-parametric tests</p>	<p>CP 211. Foundations of Psychology CP 211.6 Identify how psychologist study human behaviour and how this knowledge can be used to explain, predict and influence behaviour</p>	<p>CP 212. Fundamentals of Counselling Psychology CP 212 .4 To imbibe the values and ethics of counselling CP 212 .5 To be able to locate one-self as a professional counsellor in the developmental milieu of the country</p>
II	<p>CP 223. Approaches to Counselling CP 223.2. Demonstrate counselling approaches CP 223.4. Design suitable therapeutic frameworks</p>	<p>CP 222. Counselling Process and Skills CP 222 .2. Understand different micro and macro skills in counselling. CP 222 .3. Differentiate between personal and professional-self in counselling process. CP 222 .5. Design modus operandi of counselling process.</p>	<p>CP 221. Understanding Abnormal Behaviour CP 221.5. Shedding light towards recent trends in psychopathology CP 221.6. Sensitize about the ethical issues in clinical practice CP 221.2. Equip in diagnosing psychological deviances CP 221.3. Train in different therapeutic approaches in treatment</p>	<p>CP 224. Psychometry CP 224.2. Apprehend the use of psychological assessment in predicting human behaviour CP 224.3. Explain scientific facts underlying the construction of psychological tests. CP 224.5. Critically evaluate different psychological tests CP 224.6. Design psychological instruments for assessing and testing human behaviours</p>
III	<p>CP 233. Counselling in Organizational Settings CP 233 .2. Understand productive and counterproductive behaviours in Organizational settings CP 233 .3. Identifying different issues that need to be dealt by Counsellor/psychologist</p>	<p>CP 231 Counselling in Community Settings CP 231 .2 List principles of community psychology. CP 231 .4. Examine different models of community functioning. CP 231.6. Analyse community intervention techniques such as prevention, crisis intervention and consultation. CP 231 .7. Describe mental health education, practice and effectiveness used</p>	<p>CP 232. Counselling in Educational Settings CP 232 .4. Equipping students for the application of theoretical knowledge in practical way in educational and classroom settings CP 232 .5. Equip the students for administering psychological tests in educational settings</p>	

	<p>CP 233 .5. Design mental health care programs in Organizational settings</p>	<p>among different communities. CP 231 .8. Understand psycho social rehabilitation and principles.</p>		
IV		<p>CP 242. Counselling in Hospital Settings CP 242 .1. Describe the concepts, theories and models related with health psychology. CP 242 .3. Discuss the process of illness. CP 242 .4. Recognize the importance of medical communication in in the process of medical care. CP 242 .5. Contract various strategies and theories related with pain management. CP 242 .6. Differentiate the nature of chronic and terminal illness. CP 242 .7. Discuss various concepts related with HIV/AIDS counselling. CP 242 .8. Differentiate various therapeutic approaches used for the management among substance abused. CP 242 .9. Examine concepts, theories, current status and management strategies related with suicide. CP 242 .10. Use Case history and Mental status examination CP 242 .11. Understand the importance of psycho education.</p>	<p>CP 241. Counselling the Family CP 241 .5. Students will be able to use different counselling techniques to accomplish family therapy</p>	