

**LOYOLA COLLEGE OF SOCIAL SCIENCES  
THIRUVANANTHAPURAM**



**CRITERIA 1: CURRICULAR ASPECTS**

**1.1.1. Curriculum Planning and Implementation**

**CURRICULUM DEVELOPMENT AND REVISION**

**Department of Social Work**

**Department of Personnel Management**

**Department of Counselling Psychology**

**Department of Disaster Management**

**Department of Sociology**



# Loyola College of Social Sciences

(Affiliated to University of Kerala)

Sreekariyam, Thiruvananthapuram-695 017, Kerala, India

Telephones:+91-471-2591018, 2592059, Telefax : 91-471-2591760

Email: [icsstvm@asianetindia.com](mailto:icsstvm@asianetindia.com) [loyolacollegetvm@gmail.com](mailto:loyolacollegetvm@gmail.com)

Web: [www.loyolacollegekerala.edu.in](http://www.loyolacollegekerala.edu.in)

Accredited (Third Cycle) with a CGPA of 3.72 on Four Point Scale at A Grade in 2014, NAAC

**The Chairperson**

Board of Studies- Social Work

University of Kerala

15 June 2017

**Sub:** syllabus revision –reg.

**Madam,**

We have been pursuing the same MSW syllabus since 2013 batch. Having lived through the cycle, I have the following observations to make:

1. We are encountered by the need to evolve a new pedagogy based on the Engaged Competency-building paradigm with focus on practice and publications which I propose.
2. Secondly, we have had feedback from employers suggesting modification so as to make it agency and skill focussed so as to develop competencies suited to the industry.
3. Thirdly, we observe a lot of opportunities emerging with the new context of CSR activities given the new companies act and the possibility for subsequent evaluation.

Given the above observations, I really think that we need as a discipline to consider a revision of the syllabus so as to meet the new emerging trends and employability demands. I am requesting you to consider proposing a five-day workshop for the purpose of revisioning the syllabus, for which I anticipate an expense to the tune of Rs.1,40,000- 1,70,000. I propose to invite a team to work with the alumni,c employers and experts especially those in the education sector. I would request you to propose a Workshop to the University authorities, the College Development Committee or such other bodies to initiate the same. Thanking you and looking forward to your favourable action.

Yours sincerely

**Dr. Sonny Jose**

Head, Department of Social Work

UNIVERSITY OF KERALA  
Abstract

Conduct of workshop for revising the syllabus of MSW Course (Affiliated Colleges) --  
Provisional payment- Sanctioned - Orders issued.

ADMINISTRATION 'MISC.' SECTION

No.Ad.Misc.3/MSW-w/s/38390/2017

Dated, Thiruvananthapuram 19.09.2017

Read: - (1) Letter no. Ac.All/2/2017 dated 28.07.2017  
(2) Letter no.Soc/2017 dated 09.08.2017 from Chairperson, BoS in Social  
Work (PG)

ORDER

The Chairperson, BoS in Social Work (PG), was permitted to conduct 5 days workshop for revising the syllabus of MSW in affiliated colleges from September 23<sup>rd</sup> to 27<sup>th</sup>, 2017 at Loyola College of Social Sciences, TVPM, vide letter read as (1) above.

The Chairperson, BoS in Social Work (PG), vide letter read as (2) above has forwarded an anticipatory expenditure statement of Rs. 1,63,000/- (Rupees one lakh sixty three thousand only) and requested to release a provisional payment for the same.

The Finance, vide endorsement FOS 1920/Finance 1/dtd 25.08.2017, has agreed to pay a provisional payment of Rs.1,00,000/- (Rupees one lakh only) towards the said programme.

Sanction has been accorded by the Vice-Chancellor to an amount of Rs.1,00,000/- (Rupees one lakh only) being paid as provisional advance to Dr. Pushpam M., Chairperson, BoS in Social Work (PG), & Assistant Professor, Department of Sociology, for meeting the expenses in connection with the conduct of 5 days workshop for revising the syllabus of MSW (affiliated colleges), from September 23<sup>rd</sup> to 27<sup>th</sup>, 2017 at Loyola College of Social Sciences, Sreekaryam, subject to a maximum of 25 participants

The expenditure on the above will be met from 'Part I-NP-MH-63-Miscellaneous-8/6002-Workshop for curriculum revision' provided in the current year's budget estimates of the University.

As per Article 99 of KFC Vol 1, it is the responsibility of the Official availing the advance to regularise the same within a period of 90 days from the date of receipt of the amount.

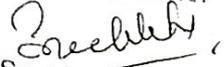
Orders are issued accordingly.

Sd/-  
Sobhana Kumari K.  
Deputy Registrar (Acad.II)  
For Registrar

To

1. Dr. Pushpam M., Chairman, BoS in Sociology (PG)  
Department of Sociology
2. Finance I/Ad.F II/Audit
3. Govt Audit
4. Stock file/File Copy.

Forwarded/By Order

  
Section Officer

UNIVERSITY OF KERALA

Abstract

Conduct of workshop for revising the syllabus of M.S.W. Degree programme (affiliated colleges) - Regularisation of provisional payment drawn - Sanctioned - Orders issued.

ADMINISTRATION 'MISC.' SECTION

No.Ad.Misc.3/MSW-w/s/017418/2018 Dated,Thiruvananthapuram 26.05.2018

- Read:-
1. U.O. No.Ad.Misc.3/MSW-w/s /38390/2017 dated 19.09.2017
  2. Letter no. Soc/2018 dated 09.03.2018 from Dr. Pushpam M., Chairperson, BoS in Social Work (PG) & Assistant Professor, Department of Sociology, Kariavattom

ORDER

A provisional payment of Rs. 1,00,000/- (Rupees One lakh only) sanctioned to Dr. Pushpam M., Chairperson, BoS in Social Work (PG) & Assistant Professor, Department of Sociology, KVTM, towards the expenses in connection with the conduct of the workshop for revising the syllabus of M.S.W. Degree Programme (affiliated colleges) , vide U.O. read as (1).

The Chairperson, Board of Studies in Social Work (PG), vide letter read as (2), has forwarded the bills/voucher, expenditure statement of Rs.70,132/- (Rupees Seventy thousand one hundred and thirty two only) & credit verification report from cash counter, Kariavattom towards the refund of unspent amount of Rs. 29,868/- (Rupees Twenty nine thousand eight hundred and sixty eight only), remitted to KUF, vide chalan no. 518643 dated 11.12.2017 along with the voucher verification report from Audit, Kariavttom and requested to regularise the provisional a payment drawn.

The Audit has verified the bills/vouchers and admitted the regularisation. The Finance, vide endorsement FOS 456/Finance 1/ dated 27.04.2018 has recommended the same.

Sanction has therefore been accorded by the Vice-Chancellor to the provisional payment of Rs. 1,00,000/- (Rupees One lakh only) made to Dr. Pushpam M., Chairperson, BoS in Social Work (PG) & Assistant Professor, Department of Sociology, KVTM, vide U.O. read as (1), being regularised.

The regularisation will be booked under 'Part I-NP-MH-63-Miscellaneous - 8/6002-workshop for curriculum revision', provided in the current year's budget estimates of the University.

Orders are issued accordingly.

Sd/-

**Sobhanakumari K.**  
Deputy Registrar (Acad.II)  
For Registrar

To

1. Dr. Pushpam M., Assistant Professor, Department of Sociology, KVTM
2. Ad. F II (with bills)
3. Audit VI/ Govt. Audit
4. Stock file/File Copy.

Forwarded/By Order

*Sorelebr*  
Section Officer

<b>Subject</b>	<b>Syllabus Revision Process Report</b>
<b>Venue</b>	<b>JM Hall</b>
<b>Date &amp; Time</b>	<b>23 -26 September 2017; 1:45 pm</b>

## **Introduction**

The entire syllabus revision was undertaken in three specific phases – first, brainstorming with alumni given the fact that they had been on campus and now know of the demands from the field and employers; the second was a feedback from phase 1 to the teachers and research scholars; finally, Phase 3 was a workshop with people from practice and academia. The broad exercise, enriched the content of the syllabus.

### **Phase 1. -Alumni Feedback- 16-23 August**

The following were the expectations of what MSW as a program should offer, generated over whatsapp and email:

1. Aleema Asif (MSW2011 - Program Manager ASAP/NSDC)- conviction, decisiveness, confidence, delightfulness (pleasing the stakeholders)
2. Lakshmi Mohan (MSW2012; Program Manager ASAP/NSDC) - confidence, being able to lead take charge (leadership), respect, universal citizen
3. Anand Murugesan (MSW2006; Administrator & Education Consultant, Kuwait)- effective communication and english fluency (through spoken and report writing: conceptual clarity and ability to design training programs
4. Kannan G.S. (Student, MSW 2017) - volunteerism, quiet power
5. Elz Matthew (Housewife, MSW2008) - Language, finesse in work and reporting, refinement in behaviour (delight) that comes through self-reflective grooming
6. Fr. Lenin Raj (MSW2012; Director, TSSS)- assertive ...firm but warm
7. Neethu Unnikrishnan (Student, MSW 2017) - accountability demonstrated through the willingness to take charge...
8. Vijayalekshmi VA (MSW 2013, Research Scholar) - perseverance and resourcefulness
9. Adil Hakkim & Shine Augustine (Student, MSW 2017) - clarity and comprehension of the problem and doers

The contents were abstracted to provide content to the experts and teachers in the form of Hallmarking.

### **Phase 2. -Employer Feedback- 16-23 August**

Feedback in the form of telephonic interviews and whatsapp surveys were organised with employers and experts:

1. Ajith Sankar (CEO, CoX & Eram Soft)
2. Babu Abraham (Head-Social Work), Pallium India
3. Baby Prabhakar, CEO, Blue Point
4. Shiny Joseph, Amritha Institute of Medical Sciences
5. Soney Thomas, CEO, Maxminds
6. Fr.Lenin Raj, Director, T.S.S.S.

All of them were happy about the hallmarking of Loyolites engaged in fieldwork as well as employed at various points in time. The highlight was attitude- their disposition and readiness to engage. They were ready for the field and willingness to engage in community based activities and generate creative programs. There was a need to look into possibilities in CSR as well as areas such as environment (Ecological Social Work). Similarly, there needs to be thrust on areas such as groupwork and micro-skills – their skills such as expressive arts and counselling as well as therapies count. There was a suggestion to integrate therapies and allow the students to specialize in at least one of those. Another area of engagement was evaluation research given the fact that the CSR funding was gathering momentum.

### **Phase-3 :Session 1. Preliminary Meeting of Syllabus Revision Workshop - 23 August**

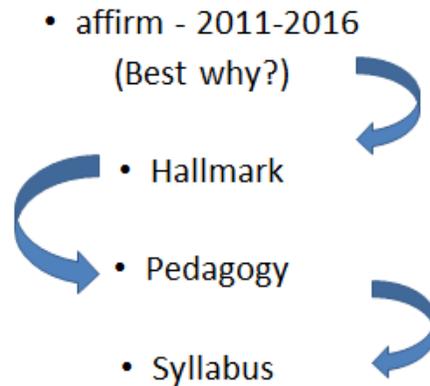
An internal evaluation was undertaken on the ideals of what would constitute the hallmark of a Loyolite. A brainstorming session was undertaken with an internal team consisting of:

1. Ms. Febna Reheem
2. Praveen VT
3. Fr.Saji J
4. Ms.Francina PX
5. Dr.Sabu P. Thomas
6. Dr.Sonny Jose

The preliminary meeting **convened at JM Hall converge on the following points:**

1. A need to infuse an element of **Structural social work** into the syllabi in order to transcend the inherited clinical model (client-centrism) ingrained throughout, There was a need to infuse the political model (CD) by introducing the Systems Theory approach perhaps in two subjects - Sociology and Psychology. The same could be done by bringing in a slight more emphasis on Social Development Paradigm. Political Economy and Development (in Sociology); e.g. how NGO Funding can bear on Communication and Health Sector ; bringing in readings on Bob Mullary; initiating discussions on Sanskritisation, Commercial Sex Work, etc.
2. There was a proposal regarding integrating the **Competency Based Framework (CBA)** in which the three components - Knowledge>Value> Skills /Competencies paradigm - could be integrated into the Pedagogy. There is a possibility of looking at the various settings of social work practice and work on what would be the knowledge, value & skills (10 core skill areas) to be included.
3. Another area where emphasis must be made are **social work values**. Values require a separate treatment as a component because it essentially influences the attitudes of the trainees. There is a possibility of a module in History in Philosophy or a separate paper all together having made space by combining two topics of similar nature; e.g. “Social Case Work” and “Theories and Practice of Counselling.”
4. Research needs an emphasis given the fact that our students are very weak on research and low on rigour. Therefore **Evaluation Research & Documentation** needs to be emphasised.
5. Given the fact that we have been institutionalizing various **workshops**, explore the possibility of integrating each of these into the curriculum and **assigning credits** based on their documentation and reflection. Incorporate the conscious **orientation** of the students regarding Seminars/Workshops to be transacted and **integrate** it with the subjects taught (Pondicherry Model).
6. **Structural adjustment** of the entire **syllabus** may be considered; e.g.
  - a. **Rearrangement** of topics
    - a. “Social Case Work” and “Theories and Practice of Counselling” may be combined on the basis of logic

- b. consider a separate paper on Social Work Research
  - c. HSO and Project Management be combined
  - d. Social Group Work & Community Organisation may be shifted into Sem.I
- b. Social Policy may be considered as a module in social legislations by cutting down on a few legislations not relevant



- c. including an **analysis component** as a final element of the pedagogy to allow integration on each subject
- d. Attempt **Flip approach** (in line with the Moodle Teaching Platform) teaching where the entire module including tutorial videos are uploaded

Based on the inputs the following outputs were generated for the presentation:

## hallmark

What is the 'best' in "Our Best"?

- Valour (fearlessness)
- Confidence
- "human-business skills" – Case Work , Group Work CO
- "organising skills" – events, camps, programs
- Resourcefulness – being RPs, designing modules, engaging sessions
- Voluntarism
- "feedback"
- Communication
- Analytics
- Delightfulness
- Tenacity/Perseverance



### Phase-4: Session 2. Meeting of Syllabus Revision Workshop - 23-26 September 2017

The workshop began with an eminent team of experts in social work and sociology and practitioners:

1. Dr.Geetha Balakrishnan (Former Principal & Head, Nirmala Niketan Mumbai)

2. Prof. Magnus Karlsson (Former Dean and Associate Professor, Ersta Sköndal Bräcke University, Stockholm, Sweden)
3. Dr. Anwar Sadath (Psychiatric Social Worker, DHS- General Hospital Kollam)
4. Pushpam M (Head, Department of Sociology, University of Kerala)
5. Fr. Saji J
6. Dr. Jasmine S.A.
7. Ms. Francina PX
8. Dr. Sabu P. Thomas
9. Dr. Sonny Jose

The group was first put on a presentation on the milestones from 2000 with the onset of the semester system and the subsequent work and change in syllabus basically from 2011- 2016 so far. The group was briefed on the story behind its vision:

**DEPARTMENT OF SOCIAL WORK**

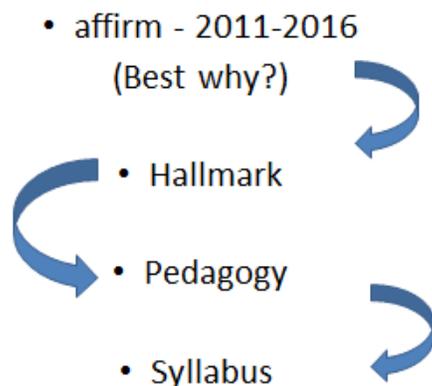
**Vision**

**Learning to Serve and Serving to Learn**

**Mission**

1. To mould professionals with conviction, capable of upholding human dignity, and in interpreting reality
2. To work towards the holistic development of the individual and the community
3. To evolve into a knowledge centre capable of transforming knowledge into action

The expectations from the industry and alumni were conveyed and the need for a Competency-based Approach was stressed. That gave the eminent panel on the need for activity based learning and perhaps if confident to venture into Outcome-based education (OBE). The discussion was around competency based- approach and OBE did not take for the lack of confidence in acceptance by the group.



The group over the next few days revised the syllabus going into each of the courses, carefully examining the learning outcomes (LOs) with reference to Bloom's Taxonomy. Each module was examined back and forth

and the titles and content were also looked into and revised. The following were the major changes recommended:

1. Political sciences was cleaved out from Sociology and economics was emphasized;
2. Casework was renamed as working with individuals with a clear emphasis on the stages for easy understanding; given that the Sem1 & 2 provided limited scope to Casework practice, it was shifted to Semester 2
3. Human behaviour in social environment (HSBE) was integrated as Psychology for Social work with an emphasis on life stages; general psychology was pushed out; social psychology was integrated into community organisation
4. Community Organisation (Working with Communities was shifted to Sem1 to aid community fieldwork practice; Social Action and Social Movements were brought in.
5. Research was combine with statistics to be called Social work research and statistics; problem solving was given up given the freedom available through SPSS given data sets
6. Counselling was culled down to focus on relevant research based therapies
7. HSO and History and philosophy remained largely the same during presentation; there was a pressure to modify it to include Professional Values and Ethics
8. Medical social work information and psychiatric social work information were combined with medical and psychiatric social work practice respectives to make it more competency-based; instead two new papers were introduced in Semester-4 - Therapeutic Interventions for social Work and Social Work Practice for Health. Along the same lines, rural sociology and panchayathi raj were combined besides urban sociology and municipal administration; two new papers - social analysis for social change and development economics were introduced. In CD, CSR was given some emphasis
9. Project planning was also fine tune to incorporate the Project Cycle approach
10. Given the experience with the International Conclave on Social Entrepreneurship the themes Ecological Social Work and Social Entrepreneurship was introduced as an additional paper with Development Communication.





The Workshop once again broke up into groups based on specialization - Dr.Karlsson looking at generic papers during Sem1&2; Dr.Geetha looked into Community Development and Dr. Anwar Sadath looked at Medical and Psychiatric Social Work and fine-tuned the courses. The workshop was adjourned over lunch at Park Rajadhani.

**Dr. Sonny Jose**  
Head, Department of Social Work  
30 Sept 2017



**Dr. Pushpam M**  
Chairman, BoS – Social Work  
University of Kerala

## List of Participants in Syllabus Revision Activities Phase-1-4

1. Aleema Asif (Alumni MSW2011 - Program Manager ASAP/NSDC)
2. Lakshmi Mohan (Alumni MSW2012; Program Manager ASAP/NSDC)
3. Anand Murugesan (Alumni MSW2006; Administrator & Education Consultant, Kuwait)
4. Kannan G.S. (Student, MSW 2017)
5. Elz Matthew (Alumni Housewife, MSW2008)
6. Fr. Lenin Raj (Alumni MSW2012; Director, TSSS)
7. Neethu Unnikrishnan (Student, MSW 2017; Communication Expert, UNICEF)
8. Vijayalekshmi VA (Alumni MSW 2013, Research Scholar)
9. Adil Hakkim (Alumni MSW 2017, Research Scholar, NIMHANS)
10. Shine Augustine (Alumni MSW 2017, Consultant Social Worker, Maxminds)
11. Ajith Sankar (CEO, CoX & Eram Soft)
12. Babu Abraham (Head-Social Work), Pallium India
13. Baby Prabhakar (CEO, Blue Point)
14. Shiny Joseph (Head – Social Work; Amritha Institute of Medical Sciences)
15. Soney Thomas (CEO, Maxminds- Kannur)
16. Fr.Lenin Raj (Alumni 2012; Director, T.S.S.S.)
17. Ms. Febna Reheem (UN Scholar)
18. Praveen VT (Research Scholar; Youth Trainer)
19. Dr.Geetha Balakrishnan (Former Principal & Head, Nirmala Niketan Mumbai)
20. Prof. Magnus karlsson (Former Dean and Associate Professor, Ersta Skondal Bracke University, Stockholm,, Sweden)
21. Dr. Anwar Sadath (Psychiatric Social Worker, DHS- General Hospital Kollam)
22. Pushpam M (Head, Department of Sociology, University of Kerala)
23. Fr.Saji J
24. Dr. Jasmine S.A.
25. Ms.Francina PX
26. Dr.Sabu P. Thomas
27. Dr.Sonny Jose



**Dr. Sonny Jose**  
Head, Department of Social Work  
30 Sept 2017



**Dr. Pushpam M**  
Chairman, BoS – Social Work  
University of Kerala



**UNIVERSITY OF KERALA &  
LOYOLA COLLEGE OF SOCIAL SCIENCES  
THIRUVANANTHAPURAM**



**CERTIFICATE**

**This is to certify that**

**Saji Joseph**

**has been a resource person and participant in the Workshop for the MSW  
Syllabus Revision, organised by the Board of Studies in Social Work, under the  
University of Kerala from 23-26 September 2017.**

**Dr. Saji P. Jacob  
Principal  
Loyola College of Social Sciences**



**Dr. Pushpam M.  
Chairman  
BoS - Social Work  
University of Kerala**



**UNIVERSITY OF KERALA &  
LOYOLA COLLEGE OF SOCIAL SCIENCES  
THIRUVANANTHAPURAM**



**CERTIFICATE**

This is to certify that

**Dr. Sonny Jose**

has been a resource person and participant in the Workshop for the MSW Syllabus Revision, organised by the Board of Studies in Social Work, under the University of Kerala from 23-26 September 2017.

**Dr. Saji P. Jacob**  
Principal  
Loyola College of Social Sciences



**Dr. Pushpam M.**  
Chairman  
BoS - Social Work  
University of Kerala



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LOYOLA COLLEGE OF SOCIAL SCIENCES  
THIRUVANANTHAPURAM**



**CERTIFICATE**

**This is to certify that**

**Dr. Francina P. X.**

**has been a resource person and participant in the Workshop for the MSW  
Syllabus Revision, organised by the Board of Studies in Social Work, under the  
University of Kerala from 23-26 September 2017.**

**Dr. Saji P. Jacob  
Principal  
Loyola College of Social Sciences**



**Dr. Pushpam M.  
Chairman  
BoS - Social Work  
University of Kerala**



**UNIVERSITY OF KERALA &  
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THIRUVANANTHAPURAM**



**CERTIFICATE**

This is to certify that

**Dr. Jasmine Sarah Alexander**

has been a resource person and participant in the Workshop for the MSW Syllabus Revision, organised by the Board of Studies in Social Work, under the University of Kerala from 23-26 September 2017.

**Dr. Saji P. Jacob**  
Principal  
Loyola College of Social Sciences



**Dr. Pushpam M.**  
Chairman  
BoS - Social Work  
University of Kerala



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THIRUVANANTHAPURAM**



**CERTIFICATE**

**This is to certify that**

**Dr. Sabu P. Thomas**

**has been a resource person and participant in the Workshop for the MSW  
Syllabus Revision, organised by the Board of Studies in Social Work, under the  
University of Kerala from 23-26 September 2017.**

**Dr. Saji P. Jacob  
Principal  
Loyola College of Social Sciences**



**Dr. Pushpam M.  
Chairman  
BoS - Social Work  
University of Kerala**



# Loyola College of Social Sciences

(Affiliated to University of Kerala)

Sreekariyam, Thiruvananthapuram-695 017, Kerala, India

Telephones: +91-471-2591018, 2592059, Telefax : 91-471-2591760

Email : lcsstvm@asianetindia.com Web : [www.loyolacollegekerala.edu.in](http://www.loyolacollegekerala.edu.in)

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22 July 2017

The Chairperson  
PG Board of Studies in Social Work  
University of Kerala

Madam,

Sub: Organising syllabus revision workshop for MA HRM course reg:

The syllabus of the MA HRM programme needs to be revised as the present syllabus requires lot of modifications and updates based on the current developments and practices in the field. We are getting feedback from industry professionals and academic community about the same. The faculty team also feels like the relevance of revising the syllabus by adding relevant content.

Hence, I request you to kindly do the needful to initiate the process to conduct a syllabus revision workshop at the earliest to revise the syllabus of MA HRM programme.

Truly Yours,

**Dr. Prakash Pillai R**  
Head, PG Dept. of Personnel Management

# LOYOLA COLLEGE OF SOCIAL SCIENCES

MA HRM Syllabus Revision Workshop held on 16<sup>th</sup> to 19<sup>th</sup> September 2017

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## REPORT OF THE MEETING

The workshop started with an inaugural session at 10.am. Dr.Prakash Pillai R (HoD-Dept. of Personnel Management) welcomed the gathering and shared the expectations from the exercise. Dr.Saji P. Jacob (principal in charge), Dr.Pushpam M. (chairman BoS-Social Work) and Fr.Joye James SJ (Manager) addressed the participants during the session.

The discussions started with a review of existing syllabus. The participants deliberated on the areas to be focussed while preparing the new syllabus. This was followed by a detailed discussion on the subjects to be covered in the new syllabus. A summary of major deliberations is given below.

### **Industrial Relations and Labour Law**

1. Industrial Relations and Labour Laws must be given equal emphasis in the syllabus. Manufacturing sector would gain importance in future hence Labour Law would become significant in future. Students must be given practical exposures to such legal procedures.
2. The number of students opting for careers in manufacturing sector is very less. Hence many senior positions in the manufacturing sector are left vacant.
3. The course could help students overcome their fear of handling legal issues and remove fear from law. Students need to understand that law is there to protect the employees as well as employers' interests and requirements.
4. Many top universities such as XLRI, TISS, Curtin have distinct domains for IR and Labour Law.
5. Topics to be included: Diversity of workforce, Inclusion of persons with disability, sexual harassment related laws, vendor management and contract language or jargons, third-party employment contracts (changing them every 3 years / finding an alternative procedure), Contract labourers, Labour legislations in IR, Strategic IR.

### **Statistics, Research and HR Analytics**

1. Students need to have practical exposure in handling and analysing data in SPSS as well as MS EXCEL. Knowledge of statistical procedures is extremely important hence Statistics as a subject must not be clubbed with HR Analytics and be given due importance and practical application exposure.
2. HR Analytics is in itself a prominent requirement for any HR professional hence it must be given separate status and significant practical exposure.

3. Topics that could be included – Social Media HR analytics, Artificial Intelligence, Data Analytics, Social entrepreneurship, Industrial Management models, Analytical tools, Model building exercises, in statistics include how to apply analytical tools.
4. An HR person is required to be a Data Scientist.
5. Research paper must give due importance to Qualitative Research Design (Ethnography, Grounded Theory) as it is being used significantly in business world rather than resorting to Quantitative Research Design alone.
6. Decision making, Cognition and Engagement of HR personnel.
7. Sectoral specialisation for HR analytics – Service design, Organisational design, Modern design
8. Access Corporate data base to study Financial Ratios, Financial Statement Analysis, Board decisions, Corporate Governance and live cases

### **Organisational Behaviour**

1. OB needs to be understood at an individual level, group level, virtual level and real level. The different dimensions of organisational interactions must be exposed to an HR student.
2. OB as a subject is very heavy right at the first semester and students might understand the nuances of the subject only a little later. It must be introduced only at a later semester.
3. Topics to be included: Re-shoring, Off-shoring, Analysing Human behaviour – Psychology, Different in human interactions depending on types of organisations – Start-ups, Conglomerates, Universities; Change in dynamics of OB, Intrapreneurs, Anthropology – multi cultural workforce, Social businesses – social hiring, social learning, Knowledge Management, Transition Management – managing scaling up or disruptions of organisations. Sociology of organisations, Change management, maintaining an entrepreneurial spirit of employees, Learning management – Readiness for further learning.

### **Business environment and Entrepreneurship**

1. Eco-system development – Mergers and Acquisitions, Business models, business model tool-kit
2. Business Model Canvas, Engage students through new and updated case-studies and assignments.
3. Guide students to publish articles through their assignments and case studies

### **Sustainable development & CSR**

1. Emerging Circular Economy, Indian values and ethos, Environmental management

### **Business Strategy and SHRM**

1. Mergers and Acquisitions, Cultural dimensions, Cross-cultural dimensions

## Fundamentals of Management & HR

1. Behavioural interventions in IT company - concepts

## Organisational Theory

1. Topics to be included: Idea of Franchise, Economic sociology, Organisational economics, Sociology of organisations, Good will of an organisation , Mergers and Acquisitions, Cultural intelligence, Digital Anthropology and Digital Sociology.

## Production / Operations Management

1. Topics to be included: Different types of organisations – Lean start-ups, Agile organisations, Cross-functional, Decentralised, Start-up consortiums, Freelance consortiums, Manufacturing – 3-D printing technology, Sustainability parameters in business, Global compliances – ISO certifications, Robotics, Design Thinking, Innovation consulting, Intrapreneurs, Social entrepreneurs, Entrepreneur development (need of the hour)

## General suggestions

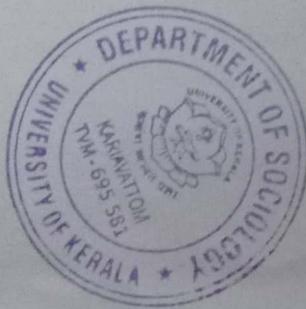
1. Dealing with Live-cases for practical exposure
2. Legal compliances required by the organisations
3. Human Capital Management paper must include talent management, training and development, induction, retention and related topics. Else change the title of the paper.
4. Additional Readings for students: National Sample Survey Research, Classic articles
5. Introduce HRM as a separate subject without combining with Fundamentals of Management.
6. Mentoring and coaching to be included
7. Organisation Theory and Design to be included in OB
8. Incorporate Plural vision and emerging industries and new topics instead of just the traditional subjects
9. HR Technology is another area to be included
10. , Employee Counselling can be separated from OD and change paper
11. Do not call Internship as Organisational Study
12. Engage students beyond text books
13. Articles can be included as a part of the syllabus instead of extended course practices.
14. Internship must provide learning, on-the-job experience and must be mutually beneficial – for the students as well as the organisation. Industry needs something in return in the form of good projects. Faculty must take the lead in engaging students with the industry and providing time-to-time guidance.
15. Topics for industry projects can be decided based on the requirements of the company. The Faculty can then sit with the students and discuss about the topic in detail to make it more productive.

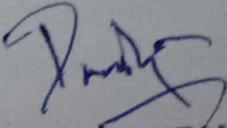
16. Suggestions for Industry projects:

- a. Group 1<sup>st</sup> year and 2<sup>nd</sup> year students as pairs for industry projects
- b. Concurrent field work

17. Give an understanding of other topics and subjects apart from HR for the students

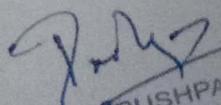
The workshop was concluded with a general feedback by the participants about the exercise. Almost all the participants shared that it was an enriching experience for them. The participants from the industry were happy to note their refreshing experience during the deliberations. The meeting came to an end with the vote of thanks by Mr. Aby Tellas.



  
Dr. PUSHPAM. M  
ASSISTANT PROFESSOR  
DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA, KARIYAVATTOM  
THIRUVANANTHAPURAM - 695 581

## List of Participants

	Name of the Participant	
1	Prof. Pushpam, M., Asst. Professor, Dept. of Sociology, Kariavattom	Chairman, Board of Studies, Social Work
2	Dr. Bino Paul, Dean, School of Management and Labour Studies, TISS, Mumbai	External Expert-Academician
3	Dr. Johny Johnson, Associate Professor, School of Business Management, MG University, Kottayam	External Expert-Academician
4	Dr. Anil Kumar K, Head, Dept. HRM, Rajagiri College, Kochi	External Expert-Academician
5	Mr. Anil Kumar, Head HR, Apollo Tyres, Perambra	Employer
6	Mr. Jeljit Narayan, Manager HR, UST Global	External Expert-Industry
7	Mr. Anil Narayan, Labour Law Advocate	External Expert-Industry
8	Mr. Sanjeev P. Thomas, VP, English Indian Clays Limited, Trivandrum.	Employer
9	Ms. Preetha Rajiv, Manager-HR Corporate Research and Innovation, TCS	Alumni
10	Dr. Arun Surendran, Strategic Director, Trinity School of Technology, Trivandrum	External Expert-Academician
11	Ms. Aditi R., Head HR, RMESI, Trivandrum	External Expert-Industry
12	Mr. Gokul Alex, Infinity Labs, Trivandrum	External Expert-Industry
13	Dr. Prakash Pillai R, Loyola College, Trivandrum	Faculty Member
14	Dr. Anitha S., Loyola College, Trivandrum	Faculty Member
15	Dr. Angelo M. P., Loyola College, Trivandrum	Faculty Member
16	Mr. Aby Tellas, Loyola College, Trivandrum	Faculty Member
17	Ms. Christy Abraham, Loyola College, Trivandrum	Faculty Member
18	MS. Shyamily S., Loyola College, Trivandrum	Faculty Member

  
**Dr. PUSHPAM. M**  
 ASSISTANT PROFESSOR  
 DEPARTMENT OF SOCIOLOGY  
 UNIVERSITY OF KERALA, KARIYAVATTOM  
 MANTHAPURAM - 695 581



UNIVERSITY OF KERALA  
Abstract

14/9/17  
conduct of workshop for revising the syllabus of M.A.HRM Course (affiliated Colleges)  
- Provisional payment- Sanctioned - Orders issued -

ADMINISTRATION 'MISC.' SECTION

No.Ad.Misc.3/MAHRM-w/s/38389/2017

Dated, Thiruvananthapuram 13.09.2017

Read: - (1) Letter no. Ac.All/2/2017 dated 28.07.2017  
(2) Letter no.Soc/2017 dated 09.08.2017 from the Chairperson, BoS in Social work (PG)

ORDER

The Chairperson, BoS in Social work (PG), was permitted to conduct 4 days workshop for revising the syllabus of M.A.HRM Course (affiliated colleges) at Loyola college of Social Sciences, Sreekarvam, from 16<sup>th</sup> to 19<sup>th</sup> September, 2017, vide paper read as (1) above.

The Chairperson, BoS in Social work (PG) vide, letter read as (2) above has forwarded an anticipatory expenditure statement of Rs. 1,63,000/- (Rupees one lakh sixty three thousand only) and requested to release a provisional payment for the conduct of workshop.

The Finance, vide endorsement FOS 1921/Finance 1/dtd 25.08.2017, has agreed to pay a provisional payment of Rs.1,00,000/- (Rupees One lakh only) towards the said workshop.

Sanction has there for been accorded by the Vice-Chancellor to an amount of Rs.1,00,000/- (Rupees One lakh only) being paid to Dr. Pushpan M., Chairperson, BoS in Socialwork (PG) & Assistant Professor, Department of Sociology towards the conduct of 4 days workshop on 16<sup>th</sup> to 19<sup>th</sup> September, 2017, for revising the syllabus of M.A.HRM Course (affiliated colleges), subject to a maximum of 25 participants.

The expenditure on the above will be met from 'Part 1-NP-MH-63-Miscellaneous-8/6002-Workshop for curriculum revision' provided in the current year's budget estimates of the University.

As per Article 99 of KFC Vol 1, it is the responsibility of the Official availing the advance to regularise the same within a period of 90 days from the date of receipt of the amount.

Orders are issued accordingly.

Sd/-  
Shila Beevi N.  
Deputy Registrar (Acad.III)  
For Registrar

To

1. Dr. Pushpan M., Chairperson, BoS in Sociology (PG)
2. Finance I/Ad.F II/Audit
3. Govt Audit
4. Stock file/File Copy.

Forwarded/By Order

*[Signature]*



DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA

Kariavattom P. O., Thiruvananthapuram - 695 581

(Established as University of Travancore by the Travancore University Act in 1937 and reconstituted as University of Kerala by the Kerala University Act of 1957 and presently governed by the Kerala University Act 1974 passed by the Kerala State Legislative Assembly)  
(NAAC Reaccredited with 'A' Grade)

Phone : 0471-2308425

E-mail : deptsocku@gmail.com

Date.....

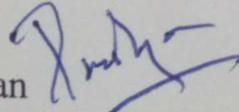
No.

DUTY CERTIFICATE

This is to certify that Dr./Mr./Ms. Angelo Mathew P.....of  
Dept. of personnel Management, Loyola

College.....has attended the MAHRM syllabus revision workshop  
held at Loyola College of Social Sciences, Sreekariyam from 16<sup>th</sup> to 19<sup>th</sup> September 2017.

Trivandrum  
19<sup>th</sup> September, 2017

Chairman   
PG Board of Studies in Social Work  
University of Kerala



Dr. PUSHPAM. M  
ASSISTANT PROFESSOR  
DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA, KARIYAVATTOM  
THIRUVANANTHAPURAM - 695 581



**DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA**

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Date.....

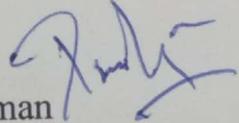
**DUTY CERTIFICATE**

This is to certify that Dr./Mr./Ms. Anitha S......of  
Department of Personnel Management, Loyola.....

College.....has attended the MAHRM syllabus revision workshop  
held at Loyola College of Social Sciences, Sreekariyam from 16<sup>th</sup> to 19<sup>th</sup> September 2017.

Trivandrum  
19<sup>th</sup> September, 2017



Chairman   
PG Board of Studies in Social Work  
University of Kerala

Dr. PUSHPAM. M  
ASSISTANT PROFESSOR  
DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA, KARIYAVATTOM  
THIRUVANANTHAPURAM - 695 581



# DEPARTMENT OF SOCIOLOGY

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No.

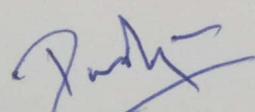
Date.....

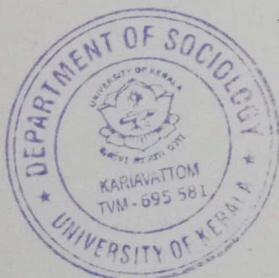
## DUTY CERTIFICATE

This is to certify that Dr./Mr./Ms. Prakash Pillai R.....of  
Asst. Professor, Dept. of Personnel Management,.....

Loyola College.....has attended the MAHRM syllabus revision workshop  
held at Loyola College of Social Sciences, Sreekariyam from 16<sup>th</sup> to 19<sup>th</sup> September 2017.

Trivandrum  
19<sup>th</sup> September, 2017

  
Chairman  
PG Board of Studies in Social Work  
University of Kerala



Dr. PUSHPAM. M  
ASSISTANT PROFESSOR  
DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA, KARIYAVATTOM  
THIRUVANANTHAPURAM - 695 581



DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA

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Phone : 0471-2308425  
E-mail : deptsocku@gmail.com

Date.....

No.

DUTY CERTIFICATE

This is to certify that Dr./Mr./ Ms. Aby Tella.....of  
Dept. of Personnel Management, Loyola.....

college.....has attended the MAHRM syllabus revision workshop  
held at Loyola College of Social Sciences, Sreekariyam from 16<sup>th</sup> to 19<sup>th</sup> September 2017.

Trivandrum  
19<sup>th</sup> September, 2017



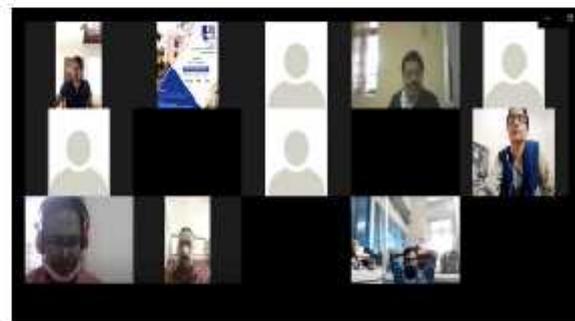
[Signature]  
Chairman  
PG Board of Studies in Social Work  
University of Kerala

**Loyola College of Social Sciences Thiruvananthapuram**

**Department of Disaster Management**

**Online Workshop on Disaster Risk Reduction: Developing a New Curriculum for Higher Education in Kerala (Curriculum Development for the MSW programme in Disaster Management)**

MSWDM- CDW-29-05-2020



**Screen shots of the DRR curriculum development workshop**

**Background**

In 2020, the Loyola College of Social Sciences launched a new PG programme, the MSW in Disaster Management. Like all the other PG programmes initiated by the college, the MSW in Disaster Management was also first of its kind in the state. This programme was a response to the need of the times. The recurring disasters in the state of Kerala has necessitated the creation of a trained pool of young professionals, equipped to engage with different dimensions of disaster management.

As a part of curriculum development and syllabus finalization of the new proposed course of MSWDM, an online workshop was conducted on May 29<sup>th</sup>, 2020, involving renowned academics and activists, with significant experience in this sector.

The resource persons included academicians, government administrators, prospective employers in the field of disaster management and alumni. They provided feedback regarding mandatory components of an inter disciplinary programme of this nature that merges the disciplines of social work and disaster management. The list of resource persons and participants is attached herewith.

### **Workshop Proceedings**

The online workshop on **Disaster Risk Reduction: Developing a New Curriculum for Higher Education in Kerala** was inaugurated by Dr. K.T Jaleel, Hon. Minister for Higher Education, Welfare of Minorities, Wakf and Haj Pilgrimage, followed by a message from Shri. Kadakampally Surendran, Hon. Minister for Co-operation, Tourism and Devaswom.

The keynote address was delivered by Prof. (Dr.) Rajan Gurukkal, Vice-Chairman of Kerala State Higher Education Council followed by a special address by Dr. Muralee Thummarkudy, Operations Manager, Crisis Management Branch, United Nations Environment Programme.

Other subject experts who addressed the webinar were Dr. Shekhar L. Kuriakose, Member Secretary Kerala State Disaster Management Authority & Head, State Emergency Operations Centre, Dr. Sunil Damodaran Santha, Associate Professor, Tata Institute of Social science, Dr. M. K. George, S. J., Former Principal, Loyola College of Social Sciences, Trivandrum, Dr. Abey George, Associate Professor, Kerala Institute of Local Administration, Dr. Jyothi Krishnan, Independent Researcher, Dr. Siji Varghese, S. J., Director, Assistancy, Development Officer (ADO), Dr. Jasmine Sarah Alexander, Asst. Professor, IQAC Director, Loyola College of Social Sciences, Dr. Sonny Jose Associate Professor, HOD, Loyola College of Social Sciences, Trivandrum, Fr. Joye James, Coordinator, Jesuit Higher Education Association, South Asia. Concluding remarks were delivered by Dr. Saji P Jacob Principal, Loyola College of Social Sciences, Trivandrum

Feedback from academicians-

**Prof. (Dr.) Rajan Gurukkal:** Prof Gurukkal spoke of the timeliness and significance of a social work programme in disaster management. Prof Gurukkal opined that the draft document of the curriculum was impressive. Given the insistence of UGC and other counsel on outcome based education, Prof Gurukkal proposed that MSWDM programme needs to indicate the course and programme outcomes. The students must have the basic knowledge language to understanding the disaster situation.

**Dr. Shekhar L. Kuriakose:** Dr Shekhar spoke about the **governance dimensions of** disaster management. Dr Kuriakose spoke about the need to develop out- of- the- range solutions for out- of- the- box scenarios. He also suggested that the name of the course can be renamed in master of social work in disaster management and humanitarian action, with a focus on the role of grass root level administration in disaster management. Dr Kuriakose also spoke of the need to incorporate dimensions related to India's three tier administration and its engagement with disaster management, which can be presented as a unique model to the rest of the world. He also mentioned that microeconomic management is an area that needs to be incorporated into the syllabus. Students also can pick up and develop disaster management case studies from across the world.

**Dr. Sunil Damodaran Santha:** Dr Sunil spoke of the need of a curriculum for a people centred disaster risk reduction. His discussion was based on the guiding values, knowledge systems framework, working with diverse stakeholders, mainstreaming disaster risk reduction and grass root innovations in DRR. In a disaster risk reduction scenario people involved with diverse values, interests, knowledge and power are coming on a single platform so a trans and multi-disciplinary approach is required. Disaster risk reduction has to be a platform where integrated knowledge system can work, so a student in the MSW DM has an understanding of what are the root causes and dynamic pressures that contribute to the vulnerabilities of communities and how these disasters have emerged. Specifically in this context the student can have the capacity to recognize and appreciate and also communicate local knowledge systems and at the same time try to also understand the scientific knowledge provided by the state and other officials. Blending risk communication with local knowledge and with scientific aspects is crucial. Dr Sunil also spoke of the need of integrating the core methods of social work into the syllabus.

**Dr. M. K. George, S. J:** Dr George began with two questions that need to be answered in the context of the new course. The first concerns the viability of the new course and the second on

meeting the challenge of providing quality education. Dr George mentioned the vision for higher education as per NEP-1986 as “higher education provides people with an opportunity to reflect on the critical, social, economic, cultural, moral and spiritual issues facing humanity. It contributes to national development through the dissemination of specialized knowledge and skills. Being the apex of the education pyramid, it has also a key role in producing teachers for the education system” The proposed course can become a viable programme provided it is rooted in the history of the institution and the vision of higher education. The new course can also integrate academic and activist dimensions, and maintaining the Jesuit identity -Magis excellent.

**Dr. Abey George: Dr George spoke of** development induced disasters in the context of climate change. By initiating a course in disaster management, we are creating a set of professionals, who will need to address the full range of disasters, at different phases right from mitigation to recovery. He also spoke of equipping young professionals to engage with the full range of disaster preparedness activities. Engaging with vulnerability and preparedness implies acquiring the capacity to engage with satellite image analysis, to social vulnerability to the economic fall outs of disasters. The MSWDM professionals should act like a bridge between the community and the decision makers. Dr George also emphasised the need for incorporating an accountability framework for humanitarian action into the syllabus.

**Dr. Jyothi Krishnan: Dr Krishnan spoke of the equipping students with a field** understanding from disaster vulnerability and recovery through such a programme. She emphasised that students of social work and DM field must be familiar with social inequalities. The Kerala flood of 2018 affected the rich and poor alike, but the process of recovery was unequal, as it was more harshly felt by the poorer sections. The understanding of pre disaster vulnerabilities is equally important in the process of disaster recovery. The students may not be able to give solutions but they should understand various dimensions of vulnerability. The syllabus needs to cover the connections between ecological and ecosystem vulnerability and societal vulnerability, in order to provide students with a comprehensive framework of vulnerability. Students also need to develop skills to deal with multiple agencies ranging from the LSGDs to the KSDMA and NDMA. They should also be equipped to read project plans, maps and technical reports.

**Dr. Siji Varghese, S. J: Dr Siji spoke of the role of** international agencies in disaster responses in the Indian context. The syllabus can include global efforts / practices/ learnings to

manage disasters with the aid of international agencies such as the UN, IFRC etc. The various roles of international agencies (financial aid, relief materials, logistics support, personal and volunteers, expertise) can be explored in detail in the curriculum of MSWDM. Students need to be exposed to the dynamics of international agencies in the disaster management context. Detailed knowledge of international agencies in the field of disaster management with special focus on UN agencies is essential. The curriculum should include a detailed course on international agencies and not just a chapter. Internship with international agencies working in the field of disaster management will be effective especially in the event of a disaster context.

**Dr. Jasmine Sarah Alexander:** Dr Jasmine spoke about the multi disciplinary nature of disaster risk reduction activities, as a result of which no single discipline can contribute to DRR completely. The social worker is a very active practitioner in the all spheres of disaster management. The MSWDM curriculum should have four basic components 1) basics of social work, 2) disaster management basics, 3) disaster management skills, 4) disaster management advanced topics. Sometimes disasters responders itself can have a high level of trauma hence, self-care skills should also be a part of the MSWDM syllabus.

#### List of Resource Persons

Sl No	Name of Resource Person	Stakeholder Group	Details of the Lecture
1	<b>Fr. Sunny Thomas, S.J.</b>	<b>Academician</b>	<b>Welcome Address</b>
	<b>DR. K. T. JALEEL, Hon. Minister for Higher Education</b>	<b>Policy maker</b>	<b>Inaugural Address</b>
	<b>Prof. (Dr.) Rajan Gurukkal, Vice-Chairman of Kerala State Higher Education Council.</b>	<b>Academician</b>	<b>Keynote Address</b>
	<b>Dr. Muralee Thummarakudy, Operations Manager, Crisis Management Branch, United Nations Environment Programme.</b>	<b>Employer</b>	<b>Special Address</b>
	<b>Dr Shekhar L. Kuriakose, Member Secretary, KSDMA</b>	<b>Academician and Employer</b>	<b>Special Address</b>
	<b>Dr. Sunil Damodaran Santha, Associate Professor, TISS, Mumbai</b>	<b>Academician</b>	<b>Special Address</b>
	<b>Dr. M.K. George, S. J, Former Principal, Loyola College of Social Sciences.</b>	<b>Academician</b>	<b>Prospects and Challenges of MSW in Disaster Management</b>

	<b>Dr Siji Varghese, S.J.</b> Director, Assistancy Development Officer (ADO)	<b>Employer</b>	<b>Collaboration and Networking with International Agencies for Disaster Management</b>
	<b>Dr Jyothi Krishnan,</b> Independent Researcher	<b>Researcher</b>	<b>Experiences of Disaster Management Interventions: Insights for a New Curriculum</b>
	<b>Dr Abey George,</b> Associate Professor, KILA	<b>Academician and Employer</b>	<b>Possible Activism and Mass Movement Models in Disaster Management Curriculum</b>
	<b>Dr Jasmine Sarah Alexander,</b> Assistant Professor, Loyola College of Social Sciences	<b>Academician and Alumni</b>	<b>Prospects and Challenges of Social Work in Disaster Management Curriculum</b>

### List of Participants

1.	Dr. Sunil Kumar	Faculty
2.	Mr. Aby Tellas	Faculty
3.	Mr. Saji J	Faculty
4.	Mr. Ranjit George	Faculty
5.	Dr. Sabu p Thomas	Faculty
6.	Dr. Francina P.X.	Faculty
7.	Dr. Nisha Jolly Nelson	Faculty
8.	Dr. Pramod.S. K	Faculty
9.	Dr. Anitha S Nair	Faculty
10.	Dr. Prakash Pillai	Faculty
11.	Dr. Sonny Jose	Faculty
12.	Dr. Leena.S. T	Faculty
13.	Dr. Angelo Mathew	Faculty
14.	Ms. Vandana Suresh	Faculty
15.	Mr. Kannan G. S	Alumni
16.	Dr. Mourlin. K	Expert
17.	Dominic Joseph	Alumni

18.	Dr. Lekshmi Chandran	Faculty
19.	Dr. Jisha.P.R	Faculty
20.	Fr. Joye James	Alumni
21.	Dr. Jasmine Sarah Alexander	Faculty
22.	Dr. M.K. George, S. J	Alumni
23.	Fr. Sunny Thomas, S. J.	Manager
24.	Mr. Cyriac K.J.	Alumni and Expert
25.	Fr. Abhilash k Sebastian	Alumni
26.	Mr. Prasad.R	Alumni
27.	Mr. Ramesh.S	Alumni
28.	Dr. Saji P. Jacob	Principal



# Loyola College of Social Sciences

(Affiliated to University of Kerala)

Sreekariyam, Thiruvananthapuram-695 017, Kerala, India

Telephones: +91-471-2591018, 2592059, Telefax : 91-471-2591760

Email : loyolacollegevm@gmail.com, lcsstvm@asianetindia.com

Web : www.loyolacollegekerala.edu.in

Accredited (Third Cycle) with a CGPA of 3.72 on Four Point Scale at A Grade in 2014 NAAC

M14/01/2021

17<sup>th</sup> August 2021

The Chairman,  
Board of Studies in Social Work.

Sub: Minor modifications in the MSW (Disaster Management) existing syllabus.

Dear Sir,

This is with regard to certain modifications to be made to the syllabus of the MSW programme in Disaster Management being offered by the Kerala University.

The third and fourth semesters consist of specialisation related courses, viz courses related to Technology and Health. While teaching courses under this programme, the Technology related specialisation papers have been found to be highly technical.

Students come from diverse backgrounds, many having pursued social sciences at the under graduate level, which makes it difficult for them to grasp heavily technical courses. That also makes it difficult to deliver these highly technical courses in an effective manner.

Hence it is proposed that a few modifications be made to the following courses, so that they become lighter and easier for the students.

Course No. 35 ICT for Disaster Management- 3<sup>rd</sup> Semester

Course No. 36 Geographical Information System in Disaster Management – 3<sup>rd</sup> Semester

Course No.37 Science and Technology for Risk Assessment, Prevention and Preparedness – 3<sup>rd</sup> Semester

Course No. 38 Digital Image Processing and Image Analysis – 4<sup>th</sup> Semester

Course No.39 GIS and GPS Technologies in Disasters – 4<sup>th</sup> Semester

Course No. 40 Geo-Informatics and Applications in Disasters – 4<sup>th</sup> Semester

Kindly initiate steps to bring in these modifications into the syllabus.

Thanking you,

  
Principal  
Loyola College of Social Sciences  
Thiruvananthapuram - 695 017





**DEPARTMENT OF SOCIOLOGY**  
**University of Kerala**  
**Thiruvananthapuram, Kerala, India – 695034**  
Phone: 0471-2308425, Email: deptsocku@gmail.com

### **CERTIFICATE**

This is to certify that *Dr. FRANEINA PX, Asst. Professor, Loyola College of Social Sciences, Sreekanthapuram* has participated and contributed significantly as a subject expert in the Syllabus Preparation Workshop for the new course on 'MSW in Disaster Management' organized and conducted by the University of Kerala at Loyola College of Social Sciences, Thiruvananthapuram on 01-10-2020.

Dr. Antony Palackal  
Chairman  
Board of Studies, Social Work  
University of Kerala



**DEPARTMENT OF SOCIOLOGY**  
**University of Kerala**  
**Thiruvananthapuram, Kerala, India – 695034**  
Phone: 0471-2308425. Email: deptsocku@gmail.com

## CERTIFICATE

This is to certify that *Fr. Saji J. Asst. Professor, Department*

*of Social Work, Loyola* has participated and contributed significantly as a subject expert in the Syllabus Preparation Workshop for the new course on 'MSW in Disaster Management' organized and conducted by the University of Kerala at Loyola College of Social Sciences, Thiruvananthapuram on 01-10-2020.



*Antony Palackal*

Dr. Antony Palackal  
Chairman  
Board of Studies, Social Work  
University of Kerala



**DEPARTMENT OF SOCIOLOGY**  
**University of Kerala**  
**Thiruvananthapuram, Kerala, India – 695034**  
Phone: 0471-2308425, Email: deptsocku@gmail.com

## CERTIFICATE

This is to certify that

*DR. JASMINE SARAH ALEXANDER*

has participated and contributed significantly as a subject expert in the Syllabus Preparation Workshop for the new course on 'MSW in Disaster Management' organized and conducted by the University of Kerala at Loyola College of Social Sciences, Thiruvananthapuram on 01-10-2020.



*Antony Palackal*

Dr. Antony Palackal  
Chairman  
Board of Studies, Social Work  
University of Kerala



**DEPARTMENT OF SOCIOLOGY**

**University of Kerala**

**Thiruvananthapuram, Kerala, India – 695034**

Phone: 0471-2308425, Email: [deptsoeku@gmail.com](mailto:deptsoeku@gmail.com)

05-07-2021

**CERTIFICATE**

This is to certify that Dr. Jyothi Krishnan has participated and contributed significantly as a subject expert in the Revision of the syllabus for the proposed Integrated MSW DM course, as part of the revision process of the Board Studies, Social Work, University of Kerala.

A handwritten signature in blue ink, appearing to read 'Ashmy'.

Dr. Antony Palackal





**DEPARTMENT OF SOCIOLOGY**

**University of Kerala**

**Thiruvananthapuram, Kerala, India – 695034**

Phone: 0471-2308425, Email: [deptsockur@gmail.com](mailto:deptsockur@gmail.com)

05-07-2021

**CERTIFICATE**

This is to certify that Dr. Joice K. Joseph has participated and contributed significantly as a subject expert in the Revision of the syllabus for the proposed Integrated MSW DM course, as part of the revision process of the Board Studies, Social Work, University of Kerala.

**Dr. Antony Palackal**



**Dr. Antony Palackal**  
Professor & Head  
Department of Sociology  
University of Kerala, Kariavattom Campus  
Thiruvananthapuram - 695 581



DEPARTMENT OF SOCIOLOGY  
University of Kerala  
Thiruvananthapuram, Kerala, India - 695034  
Phone: 0471-2308425. Email: [deposoc@unipam1.com](mailto:deposoc@unipam1.com)

### CERTIFICATE

This is to certify that **Fr. Ranjit I George**

has participated and contributed significantly as a subject expert in the Syllabus Preparation Workshop for the new course on 'MSW in Disaster Management' organized and conducted by the University of Kerala at Loyola College of Social Sciences, Thiruvananthapuram on 01-10-2020.



A handwritten signature in black ink, appearing to read 'A. Palackal'.

Dr. Antony Palackal  
Chairman  
Board of Studies, Social Work  
University of Kerala



# Loyola College of Social Sciences

(Affiliated to University of Kerala)

Sreekariyam, Thiruvananthapuram-695 017, Kerala, India

Telephones:+91-471-2591018, 2592059, Telefax : 91-471-2591760

Email : loyolacolletvm@gmail.com, lcsstvm@asianetindia.com

Web : [www.loyolacollegekerala.edu.in](http://www.loyolacollegekerala.edu.in)

Accredited (Third Cycle) with a CGPA of 3.72 on Four Point Scale at A Grade in 2014 NAAC

M12/01/2021

26-07-2021

The Registrar  
University of Kerala  
Thiruvananthapuram

Sub- Loyola College of Social Sciences - Request for syllabus revision of our M.Sc in Counselling Psychology Programme - Reg.

Ref : (1) Order no. Ac. A. II/2/45614/ M.Sc. Counselling /2013 dated 11.12.2013 of the University of Kerala.

(2) Certificate No.Ac.All.1/30369/2020 dtd. 18/03/2021 of the University of Kerala.

Respected Sir,

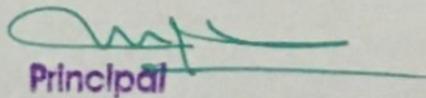
M.Sc. Degree Course in Counselling Psychology in our college was sanctioned in the year 2013. The Syllabus of this programme was prepared by the Board of Studies in Psychology. However, when one of our graduate student applied for an equivalency certificate, the present Board of Studies sanctioned the same, (as per reference 2 above) with a recommendation that, the existing syllabus required to be further modified in line with the MSc Psychology programme of Kerala University with effect from 2022 admissions.

Hence, I humbly request you to take the necessary steps to facilitate this process as early as possible, so that the forthcoming graduates of this programme will not have to face any uncertainties, once they graduate.

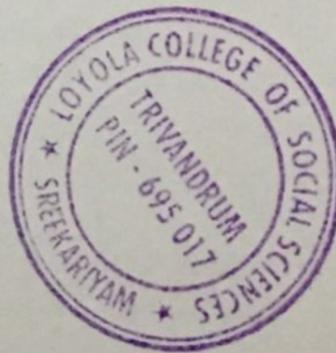
Looking forward to your kind intervention,

Thanking you.

Yours faithfully,

  
Principal

Loyola College of Social Sciences  
Thiruvananthapuram - 695 017



Encl: (1) Copy of the order (ref.1)

(2) Copy of the certificate of (ref.2)

**Department of Counselling Psychology**  
**Loyola College of Social Sciences**

**Opinion regarding Curriculum of MSc Counselling Psychology**

“ 1.Yes,this syllabus is most relevant to todays world. , 2.Yes of course ,it actually cover topics in areas specified . 3.Yes,due to this current scenario it provide opportunities for skill enhancement. , 4.Yes,it provide guidance for professional growth and development. , 5.Due to this pandemic situation not as much reference are available, but getting information are useful and accessible.”

**Varsha B M, Msc counselling psychology**

“The syllabus is relevant to todays world. Syllabus is skill oriented which gives opportunity for those who wish to enhance their skills and also provides guidance for professional growth and development. Syllabus covers almost all topic adequately and go through the areas which are specified. 90 percentage of references are accessible and useful to get an idea regarding each topic.”

**Biji Baker – Msc counselling psychology Student**

“The syllabus need to be revised incorporating relevant and applied areas of psychology that fosters and interdisciplinary research frame work” The syllabus seems Better with respect to many other courses in psychology offer under the university.” **Dr Jaseer – Former HoD, dpet of Psychology University of Kerala**

“ The syllabus revision should happen at the earliest even thought is enriched with applied contents and offers professional training. Courses like, experimental psychology,, cognitive psychology should be included.” **Dr Shylaja Professor Dept of Psychology , University of Kerala**

“Counselling psychology syllabus is framed by the psychology board of studies in such a way that its equivalent to other mainstream PG degree programmes.” The syllabus is mostly applied, that enables training n counselling psychology” **Dr Immanuel Thomas – former HoD Dept of Psychology , University of Kerala**

“ Its better to update the syllabus including the course structure based on OBE framework to facilitate more application features for the programmes, more field work, and practicum training need to be included. At present the syllabus is good when compared to many other similar programmes” **Dr Raju –Former HoD Department of Psychology University of Kerala**

## **Syllabus Review**

**by**

**Dr Pramod S K** and Dr. Leena S.T.,

*Faculty , Department of Counselling Psychology,  
Loyola College of Social Sciences, Trivandrum*

Since there are students from other disciplinary back ground are also given admission for the course, as per the university norms very **basic to in-depth contents of psychology covering almost all the major and relevant areas of behaviour is included** in the syllabus.

### **\*The core papers in Psychology included**

The paper CP 211 Foundations of psychology covers the major psychological contents related to **Attention and perception, learning and memory, Cognition and language, emotion and motivation, Biological basis of Human behaviour** including contents form **neuropsychology**

Paper CP 213 covers **developmental psychology, personality**, theories of personality, **intelligence, Social psychology** – attribution, attitude, prejudice, etc...

**\*Educational psychology – Child development, Learning disability; organizational psychology, Psychopathology(abnormal Psychology), is given greater emphasis**

**\* Practical orientation (experiential learning and training is provided too for these papers) during the 3<sup>rd</sup> and 4<sup>th</sup> semester.**

**\* Since the major focus of the course is Counselling psychology – all semesters include core counselling psychology papers. Counselling in community, educational, organizational, hospital, family settings and the paper counselling and legislations are very core papers that gives more advanced and practical ordination in applied psychology.**

**Along with that Practicum is covered in all semesters to prepare students to professionally work as psychologists specialized in the area of counselling. So each semester includes practicum hours for training and developing the students with practicum 1 - self-**

**awareness, self-esteem, social awareness, practicum 2 - counselling skills, practicum 3 - action research(364 hours) includes psychological testing in the field too, and practicum 4 - case conceptualization.**

**\* Paper Cp 233 covers the major psychotherapies and its approaches – psycho-analytic, Behaviour therapy, CBT, REBT, EMDR, Eclectic therapies etc... in which class room and well as field demonstrations and training is provided.**

**\*In-depth focus is given to research in psychology**

Paper 214 includes elements from advanced **research methodology** and students are given training in SPSS and Qualitative analysis. Students are given training in preparing research proposal making, Journal clubs to enhance research aptitude.

The dissertation produced by students by the end of this course is a vital research output.

**\* Emphasis on experimental psychology, psychological testing, practical**

**PaperCP224 – Psychometry deals with psychological test development – test construction and test administrations with adequate demonstrations and training – reliability, validity, types. Student are encouraged to develop psychological tests and to learn Administering different types of psychological tests – Attitude, aptitude, intelligence, personality, Projective techniques, and given adequate information regarding computer assisted testing – reaction time, span of attention**

**Paper CP 225Practical includes:**

1. ColouredProgressiveMatrices
2. StandardProgressiveMatrices
3. Wechsler Adult Performance IntelligenceScale
4. AptitudeTest
5. Vocational InterestInventory
6. Eysenck's PersonalityQuestionnaire
7. 16PF
8. Sentence CompletionTest
9. Beck DepressionInventory
10. State Trait AnxietyInventory
11. Adjustmentinventories(Emotionaladjustment/Socialadjustment/EmotionalMaturity,etc.)
12. Self-concept
13. EmotionalIntelligence
14. Value scales (Like Study ofValues)

**As well as other relevant and widely applied psychological test materials...and students have to submit the record with at least minimum of 10 test administration results for ESA**

**\*The elements from experimental psychology is taught like classical psychophysics. Students are motivated to come out with new experiments in psychology**

**\* Rather than providing the traditional approach of theoretical orientation(lectures) at the PG level, the Course and its syllabus incorporates very effective and applied contents of psychology, that can be equip a student for professional practice as a psychologist who is specialized in counselling psychology. Field visits, block placements are also provided effectively.**

**\*The teachers are from the psychology discipline and give a very good resource output (both fundamental and applied) in the field of psychology.**

# Report

**Five Days Workshop on “Syllabus Revision for MA Sociology (Affiliated Colleges) and School of Distance Education, University of Kerala” from 11-13 & 23-24 October 2017 organized by Department of Sociology, University of Kerala**

The five day workshop on “Syllabus Revision for MA Sociology (Affiliated Colleges) and School of Distance Education, University of Kerala” organised by Department of Sociology, University of Kerala during 11-13 and 23-24 October 2017. The inaugural session was started with the presence of many resource persons and distinguished academicians from various parts of Kerala and outside Kerala. The programme began at 10.30 am with the welcome speech delivered by **Dr. Pushpam. M.**, Chairman, Board of Studies in Sociology (PG), she mentioned with the need and significance of the workshop. The workshop was chaired by Dr. Antony P V, Associate Professor, Department of Sociology, University of Kerala. He pointed out that the imparting knowledge to the students through joint intellectual exercise. The presidential address was delivered by **Dr.T Karunakaran**, Professor, Department of Sociology, Periyar University, Salem. It was followed by the formal inaugural address delivered by Dr. Sara Neena, Associate Professor, Department of Sociology, Vimala College, Thrissur. She mentioned about the teacher student relationship and role of teachers in moulding the students as a useful member of the society. She also spoke about the relevance of teaching the theoretical papers should help the students to prepare for the competitive examinations like civil services. The papers should teach the students about the living skills for live in the society. Dr. Saji P Jacob, Principal and Head, Department of Sociology, Loyola College of Social Sciences, Dr. Asha V Professor, Department of Sociology, School of Distance Education, University of Kerala and Dr. Sunil John, Associate Professor, Department of Sociology, KNM Govt. Arts and Science College, Kanjiramkulam are expressed their remarks regarding the need of the curriculum revision. Vote of thanks was delivered by Dr. Bushra Beegom, Assistant Professor, Dept of Sociology, University of Kerala.

The first technical session was chaired by Dr. Antony P V, Associate Professor, Department of Sociology. He introduced the existing syllabus for the preliminary discussion and identified the general gap in the syllabus. In this session, the papers are distributed among the teachers who are already taught in their Colleges. In the first round, the individual level discussions were done. The second Technical session was chaired by Dr. Saji P Jacob, Head, Department of Sociology, Loyola College of Social Sciences. He moderated the session with paper and unit wise analysis by the teachers. Finally, the recourse persons were divided into 6 groups and distributed the papers in the groups for revision.

The day second, the first technical session was chaired by Dr. Pushpam. M Asst. Professor, Department of Sociology, University of Kerala. Group discussions were started and share their views with other members of the group. The second technical session was moderated by Dr. Sunil John, Associate Professor, Department of Sociology. KNM Govt. Arts and Sciences College, Kanjiramkulam.

The day third, the technical session was moderated by Dr. Jyothi S Nair, Asst Professor, Department of Sociology. KNM Govt. Arts and Sciences College, Kanjiramkulam. In this session the revised papers are presented in the common group for the finalization.

The day fourth, the technical session was moderated by Dr. Asha V, Professor, Department of Sociology, School of Distance Education, University of Kerala. In this session the newly introduced papers are presented in the common group for the finalization.

The Day fifth, the technical session was moderated by Dr. Saju K Nair, Asst. Professor, Department of Sociology, Gurvaurappan College and Dr. Nisha Jolly Nelson, Asst. Professor, Department of Sociology, Loyola College of Social Sciences. In this session, the revised and newly introduced papers are presented and finalized.

**Valedictory session** began at 2 pm. Dr. Pushpam. M, Chairman and Asst. Professor, Department of Sociology was welcomed and presented the report of the five day syllabus revision workshop. Vote of thanks was proposed by Dr. Asha V, Professor, Department of Sociology, School of Distance Education, University of Kerala. The five day syllabus revision workshop was formally concluded at 3.30 pm.



**Dr. Pushpam. M**

**Chairman, Board of Studies in Sociology (PG).**

**Dr. PUSHPAM. M**  
ASSISTANT PROFESSOR  
DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA, KARIYAVATTOM  
THIRUVANANTHAPURAM - 695 581



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## Duty Certificate

This is to certify that, Dr. *Saji P. Jacob, Loyola*  
*College of Social Sciences* has attended the Three Day Syllabus  
Revision Workshop for MA Sociology Programme of Affiliated Colleges and School  
of Distance Education (SDE), University of Kerala from 11-13 October 2017 at the  
Department of Sociology, University of Kerala.



**Dr. Pushpam. M**

**Chairman, Board of Studies in Sociology (PG)**

**Dr. PUSHPAM. M**  
ASSISTANT PROFESSOR  
DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA, KARIYAVATTOM  
THIRUVANANTHAPURAM - 695 581



# Department of Sociology University of Kerala

Workshop on

## SYLLABUS REVISION

11-13 & 23-24 October 2017

### Certificate

This is to certify that Prof./Dr./Mr./Ms. *Miska Jolly Nelson*, Assistant Professor, Department of Sociology, *Loyola College of Social Sciences, Trivem* ..... has participated as a resource person in the Five Day Syllabus Revision Workshop for M A Sociology Programme of Affiliated Colleges and School of Distance Education (SDE), University of Kerala from 11-13 and 23-24 October 2017 at the Seminar Hall, Department of Sociology, University of Kerala.



*Pushpam M*  
Dr. Pushpam. M  
Chairman, Board of Studies in Sociology (PG)