

MADRAS SCHOOL OF SOCIAL WORK

(An Autonomous Institution affiliated to the University of Madras)

P.G. DEPARTMENT OF SOCIAL WORK (SHIFT- II)



A CONSOLIDATED REPORT ON STUDY VISIT (HUMAN RESOURCE DEVELOPMENT) FOR ACADEMIC YEAR 2022-2023

As a part of the curriculum, in order to gain practical knowledge about the industry, the HR specialization students were taken to various organizations in different sectors for their study visit.

The students were provided an opportunity to visit the HR department of 4 different sectors like Hotel Savera, TIDC, Nova Techset and Dr.Agarwal's Eye Hospital belonging to the Hospitality sector, Manufacturing Sector, Information Technology Sector and Healthcare Sector respectively. The students were able to learn about the following:

- Roles and responsibilities of the HR department in various sectors.
- Scope of HR department in each sector
- Statutory compliances followed
- Recruitment Process
- Best practices followed by HR in the organizations.
- Welfare Measures
- Employee engagement activities
- Performance Appraisal methods followed
- Transformational change – Digitalization
- Retention Strategies
- Leave Policies
- HR as a Business Partner
- Differences between a corporate and Plant/Unit HR
- Challenges faced by them
- Various learning and development activities carried out
- Impact of Covid-19 Pandemic in various sectors

Study Visit 1: Savera Hotel, Chennai

Date : 17.8.2022



Study Visit -2 : TIDC , Chennai

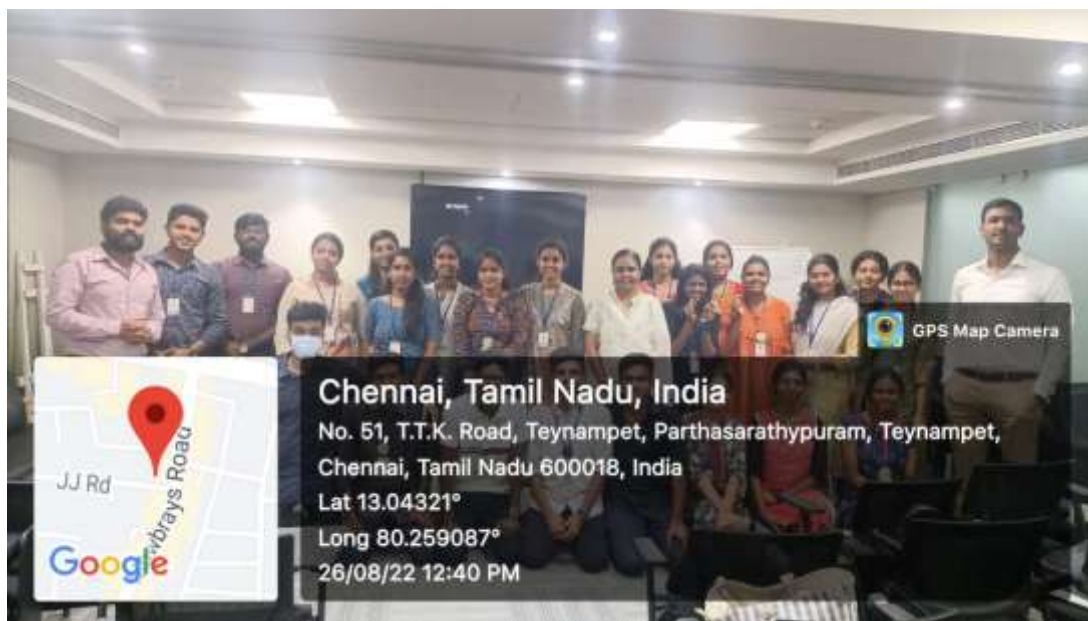
Date: 18.8.2022



Study Visit – 3 : Nova Techset, Chennai



Study Visit – 4 : Dr.Agarwal's Eye Hospital, Chennai



MADRAS SCHOOL OF SOCIAL WORK

(An Autonomous Institution affiliated to the University of Madras)

P.G. DEPARTMENT OF SOCIAL WORK (SHIFT- II)



A CONSOLIDATED REPORT ON STUDY VISIT (Community Development) FOR ACADEMIC YEAR 2022-2023

STUDY VISIT- 1



Name of the organization: NIEPMD (National Institute for Empowerment of Persons with Multiple Disabilities)

Date of Visit: 18-08-2022

Number of Students: 20

Number of Faculties: 3

Name of Faculties: Prof Jesuin John Bose, Dr. Damen Queen, Prof Ramkumar

About the organization:

National Institute for Empowerment of Persons with Multiple Disabilities (Divyangjan) established in the year 2005, on East Coast Road, Muttukadu, Chennai, Tamil Nadu, under Department of Empowerment of Persons with Disabilities (Divyangjan), Ministry of Social Justice & Empowerment, Govt. of India, to serve as a national resource center for empowerment of persons with Multiple Disabilities such as those with two or more disabilities in a person. The Disabilities enumerated as per RPWD Act (2016) are Blindness, Low-vision, Leprosy Cured persons, Hearing Impairment (deaf and hard of hearing), Locomotor Disability, Dwarfism, Intellectual Disability, Mental Illness, Autism Spectrum Disorder, Cerebral Palsy, Muscular Dystrophy, Chronic Neurological conditions, Specific Learning Disabilities, Multiple Sclerosis, Speech and Language disability, Thalassemia, Hemophilia, Sickle Cell disease, Multiple Disabilities including deafblindness, Acid Attack victim, Parkinson's disease and as per The National Trust (1999) Act, are Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities.



STUDY VISIT- 2



Name of the organization: Thuvakkam

Date of Visit: 23-08-2022

Number of Students: 11

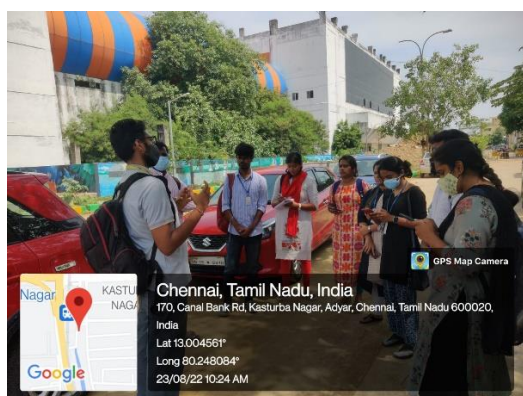
Number of Faculties: 2

Name of Faculties: Prof Jesuin John Bose, Prof Ramkumar

About the organization:

Thuvakkam is a Non-Government organization that was started in 2014 by a group of enthusiastic college students. The name 'Thuvakkam' originates from the Tamil language, and translates to "Beginning". This formed the core ideology of the organization, of them beginning to be the change they wished to see in the society. In its 7 years of operation, Thuvakkam has solidified its vision, identified its domains, and grown to a reputable and recognizable NGO. The main goals that the organization works for is:

- Build and generate awareness on clean, green and healthy environments.
- Impart socially-aware and quality education, knowledge and life skills to youth and children.
- Elevate and aid the economically poor, differently-abled and special needs population.
- Generate awareness to the Public on various social issues, causes, and current global happenings.
- Work towards Social equality and Social Welfare for the Public



STUDY VISIT- 3



Name of the organization: Lakshmi Pain and Palliative Care

Date of Visit: 29-08-2022

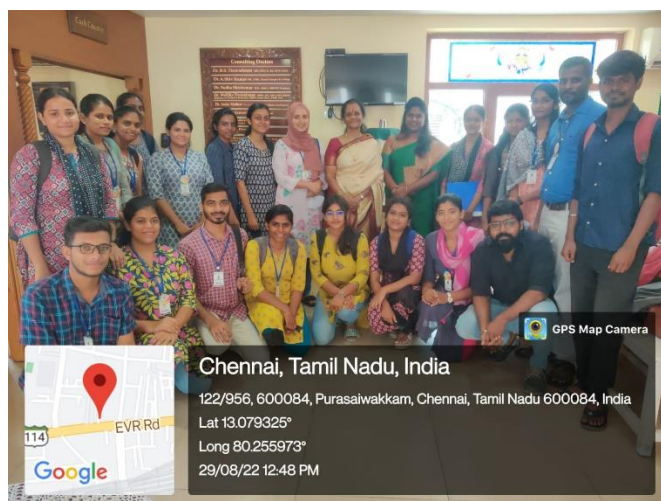
Number of Students: 20

Number of Faculties: 3

Name of Faculties: Prof Jesuin John Bose, Dr. Damen Queen, Prof Ramkumar

About the organization:

Lakshmi Pain and Palliative Care Trust was established in September 2000, when a team of doctors decided to dedicate themselves to improving the quality of life for patients with chronic diseases. Today, they are a team of trained doctors, nurses, psychologist and volunteers. They not only treat the physical symptoms of the disease, like pain, vomiting and sleeplessness but also offer psychological support for patients and families with specialized counselling. Their services include outpatient and inpatient care, home visits and lymphedema clinic. They have touched the lives of more than 3000 patients. About 250 new patients register with them yearly, and they review 1000 patients annually. Of these, they treat approximately 700 as out-patients, count about 400 days under in-patient care and make about 150 home visits. These services are offered free of cost to those who cannot afford, thanks to the support of their donors and well-wishers. Lakshmi Pain and Palliative care are also deeply committed to Advocacy and Education. They conduct regular training programs for doctors and nurses under the aegis of the National Health Mission and Indian Association of Palliative Care, in tune with their vision of palliative care for all in Tamil Nadu State.



STUDY VISIT- 4



Name of the organization: PCVC (International Foundation for Crime Prevention and Victim Care)

Date of Visit: 30-08-2022

Number of Students: 11

Number of Faculties: 1

Name of Faculties: Prof Jesuin John Bose

About the organization:

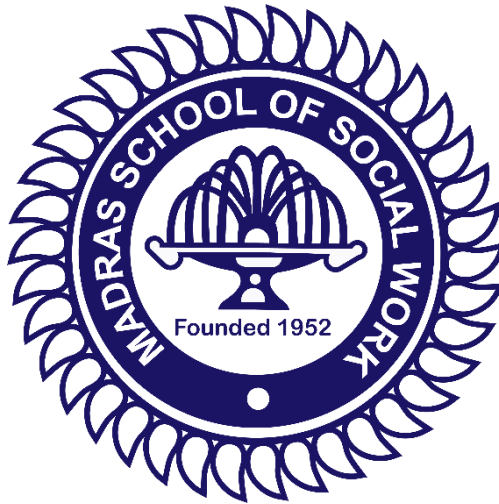
The International Foundation for Crime Prevention and Victim Care (PCVC) was founded in 2001 in Chennai, Tamil Nadu. We create and extend support services for women and queer individuals affected by domestic and interpersonal violence. PCVC is a rights-based organization that strongly believes in a survivor-centric approach. Clients drive the process and make all decisions regarding their life with the full and unconditional support of a team of social workers, psychologists and welfare officers.

Over the years, the organization has evolved to provide both emergency support and long-term rehabilitative support and created a comprehensive model that takes women and queer individuals from a survivor to a thriver. Through our crisis intervention services, women and queer individuals have access to immediate information about interfacing with the police, devising safety plans, leaving abusive homes, negotiating with families, legal and medical referrals and specialized services for children.

MADRAS SCHOOL OF SOCIAL WORK

(An Autonomous Institution affiliated to the University of Madras)

P.G. DEPARTMENT OF SOCIAL WORK (SHIFT- II)



A CONSOLIDATED REPORT ON STUDY VISIT (Medical & Psychiatry Social Work) FOR ACADEMIC YEAR 2022-2023

STUDY VISIT- 1



Name of the organization: NIEPMD (National Institute for Empowerment of Persons with Multiple Disabilities)

Date of Visit: 18-08-2022

Number of Students: 20

Number of Faculties: 3

Name of Faculties: Prof Jesuin John Bose, Dr. Damen Queen, Prof Ramkumar

About the organization:

National Institute for Empowerment of Persons with Multiple Disabilities (Divyangjan) established in the year 2005, on East Coast Road, Muttukadu, Chennai, Tamil Nadu, under Department of Empowerment of Persons with Disabilities (Divyangjan), Ministry of Social Justice & Empowerment, Govt. of India, to serve as a national resource center for empowerment of persons with Multiple Disabilities such as those with two or more disabilities in a person. The Disabilities enumerated as per RPWD Act (2016) are Blindness, Low-vision, Leprosy Cured persons, Hearing Impairment (deaf and hard of hearing), Locomotor Disability, Dwarfism, Intellectual Disability, Mental Illness, Autism Spectrum Disorder, Cerebral Palsy, Muscular Dystrophy, Chronic Neurological conditions, Specific Learning Disabilities, Multiple Sclerosis, Speech and Language disability, Thalassemia, Hemophilia, Sickle Cell disease, Multiple Disabilities including deafblindness, Acid Attack victim, Parkinson's disease and as per The National Trust (1999) Act, are Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities.



STUDY VISIT- 2



Name of the organization: Rajeev Gandhi Government General Hospital

Date of Visit: 23-08-2022

Number of Students: 9

Number of Faculties: 1

Name of Faculties: Dr. Damen Queen

About the organization:

Rajiv Gandhi Government General Hospital is a major state-owned hospital situated in Chennai, India. The hospital is funded and managed by the state government of Tamil Nadu. Founded in 1664 by the British East India Company, it is the first modern hospital in India. In the 19th century, the Madras Medical College joined it. As of 2018, the hospital receives an average of 12,000 outpatients every day. While the hospital is managed by the medical superintendent, the dean is the head of the Madras Medical College (MMC) attached to the hospital.

By 2006, the hospital started treating about 8,000 to 10,000 outpatients every day. The hospital also performed three open-heart surgeries free of cost daily. By 2013, the number of outpatients per day increased to 10,000 to 12,000. The hospital contributes to the second largest number of deceased organ donations in Tamil Nadu. In March 2012, the hospital performed its 1,000th kidney transplant, the highest in any government hospital in the country, of which about 90 were cadaver transplants. As of 2013, the hospital has a 22 percent share in organ transplants, the highest among hospitals in the city.



STUDY VISIT- 3



Name of the organization: IMH (Institute of Mental Health)

Date of Visit: 27-08-2022

Number of Students: 9

Number of Faculties: 1

Name of Faculties: Dr. Damen Queen

About the Organisation:

This Institute of Mental Health at Kilpauk, Chennai is 225 years old and this is one of the oldest and largest Mental Hospital in Asia. Dr. Valentine Connolly, of East India Company acquired this place by a grant. Later in 1794 the British Raj purchased this Hospital from East India Company. The hospital has a capacity for 1800 in-patients, in 21 wards including ones for the de-addiction, ward for mentally ill prisoners, intensive psychiatric care ward, and geriatric ward. The patients admitted here mostly suffer from severe mental illness like schizophrenia, bipolar disorder, alcohol and drug dependence, traumatic brain injury, etc. The hospital has an outpatient average census of 500 patients per day. There are six special clinics in the outpatient department like child & adolescent clinic, geriatric clinic, neuropsychiatry, epilepsy clinic and de-addiction.



STUDY VISIT- 4



Name of the organization: Lakshmi Pain and Palliative Care

Date of Visit: 29-08-2022

Number of Students: 20

Number of Faculties: 3

Name of Faculties: Prof Jesuin John Bose, Dr. Damen Queen, Prof Ramkumar

About the organization:

Lakshmi Pain and Palliative Care Trust was established in September 2000, when a team of doctors decided to dedicate themselves to improving the quality of life for patients with chronic diseases. Today, they are a team of trained doctors, nurses, psychologist and volunteers. They not only treat the physical symptoms of the disease, like pain, vomiting and sleeplessness but also offer psychological support for patients and families with specialized counselling. Their services include outpatient and inpatient care, home visits and lymphedema clinic. They have touched the lives of more than 3000 patients. About 250 new patients register with them yearly, and they review 1000 patients annually. Of these, they treat approximately 700 as out-patients, count about 400 days under in-patient care and make about 150 home visits. These services are offered free of cost to those who cannot afford, thanks to the support of their donors and well-wishers. Lakshmi Pain and Palliative care are also deeply committed to Advocacy and Education. They conduct regular training programs for doctors and nurses under the aegis of the National Health Mission and Indian Association of Palliative Care, in tune with their vision of palliative care for all in Tamil Nadu State.

