## CONTENTS

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Contents</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Preface</td>
<td>*</td>
</tr>
<tr>
<td>2</td>
<td>Acknowledgement</td>
<td>i</td>
</tr>
<tr>
<td>3</td>
<td>List of tables</td>
<td>(iv)</td>
</tr>
<tr>
<td>4</td>
<td>List of Diagram and Graphs</td>
<td>(v)</td>
</tr>
<tr>
<td>5</td>
<td>Introduction</td>
<td>1-30</td>
</tr>
<tr>
<td>6</td>
<td>Review of Literature</td>
<td>31-58</td>
</tr>
<tr>
<td>7</td>
<td>Research Methodology</td>
<td>59-67</td>
</tr>
<tr>
<td>8</td>
<td>Research Setting</td>
<td>68-91</td>
</tr>
<tr>
<td>9</td>
<td>Data Analysis and Interpretation : Social Work Knowledge and Skills In Industry</td>
<td>92-161</td>
</tr>
<tr>
<td>10</td>
<td>Data Analysis and Interpretation: Social Work Values and Attitude Towards Social Work</td>
<td>162-192</td>
</tr>
<tr>
<td>11</td>
<td>Findings, Conclusions, Implications Suggestions, and Action Plan</td>
<td>193-211</td>
</tr>
<tr>
<td>12</td>
<td>Bibliography</td>
<td>212-221</td>
</tr>
<tr>
<td>13</td>
<td>Appendix-I : Questionnaire</td>
<td>222-232</td>
</tr>
</tbody>
</table>

### List of Tables

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Table 1</td>
<td>Distribution of respondents according to their Age</td>
<td>93</td>
</tr>
<tr>
<td>Table 2</td>
<td>Distribution of respondents according to their Experience</td>
<td>93</td>
</tr>
<tr>
<td>Table 3</td>
<td>Distribution of respondents according to their Designation</td>
<td>94</td>
</tr>
<tr>
<td>Table 4</td>
<td>Distribution of respondents according to their Income</td>
<td>94</td>
</tr>
<tr>
<td>Table 5</td>
<td>Distribution of respondents according to Type of Organization</td>
<td>95</td>
</tr>
<tr>
<td>Table 6</td>
<td>Distribution of respondents according to Type of Industry</td>
<td>95</td>
</tr>
<tr>
<td>Table 7</td>
<td>Perception of respondents regarding Relevance of Knowledge of Human Development and Human Behaviour for providing Services in Industry</td>
<td>96</td>
</tr>
<tr>
<td>Sr. No.</td>
<td>Title</td>
<td>Page No.</td>
</tr>
<tr>
<td>--------</td>
<td>----------------------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td></td>
<td>Section-II: Knowledge for Social Work Practice in Industry</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Table 8 Total Experience and Perception of Relevance of the Knowledge of Human Development and Human Behaviour</td>
<td>98</td>
</tr>
<tr>
<td></td>
<td>Table 9 Type of Industry and Perception of Relevance of the Knowledge of Human Development and Human Behaviour</td>
<td>99</td>
</tr>
<tr>
<td></td>
<td>Table 10 Type of Organization and Perception of Relevance of the Knowledge of Human Development and Human Behaviour</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>Table 11 Gender and Perception of the Relevance of the Knowledge of Human Development and Human Behaviour</td>
<td>101</td>
</tr>
<tr>
<td></td>
<td>Table 12 Perception of respondents regarding Relevance of Knowledge of Society and Social problems for Providing Services in Industry</td>
<td>102</td>
</tr>
<tr>
<td></td>
<td>Table 13 Total Experience and Perception of Relevance of the Knowledge of Society and Social Problems</td>
<td>104</td>
</tr>
<tr>
<td></td>
<td>Table 14 Type of Industry and Perception of Relevance of the Knowledge of Society and Social Problems</td>
<td>105</td>
</tr>
<tr>
<td></td>
<td>Table 15 Type of Organization and Perception of the Relevance of Knowledge of Society and Social Problems</td>
<td>106</td>
</tr>
<tr>
<td></td>
<td>Table 16 Gender and Perception of the Relevance of Knowledge of Society and Social Problems</td>
<td>107</td>
</tr>
<tr>
<td></td>
<td>Table 17 Perception of respondents regarding Relevance of Knowledge of Social Case Work for Providing Services in Industry</td>
<td>108</td>
</tr>
<tr>
<td></td>
<td>Table 18 Experience and Perception of Relevance of the Knowledge of Social Case Work</td>
<td>110</td>
</tr>
<tr>
<td></td>
<td>Table 19 Type of Industry and Perception of Relevance of the Knowledge of Social Case Work</td>
<td>111</td>
</tr>
<tr>
<td>Sr. No.</td>
<td>Title</td>
<td>Page No.</td>
</tr>
<tr>
<td>--------</td>
<td>----------------------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>Table 20</td>
<td>Type of Organization and Perception of the Relevance of the Knowledge of Social Case Work</td>
<td>112</td>
</tr>
<tr>
<td>Table 21</td>
<td>Gender and Perception of Relevance of the Knowledge of Social Case Work</td>
<td>113</td>
</tr>
<tr>
<td>Table 22</td>
<td>Perception of respondents regarding Relevance of Knowledge of Social Group Work for Providing Services in Industry</td>
<td>114</td>
</tr>
<tr>
<td>Table 23</td>
<td>Experience and Perception of Relevance of the Knowledge of Social Group Work</td>
<td>116</td>
</tr>
<tr>
<td>Table 24</td>
<td>Type of Industry and Perception of Relevance of the Knowledge of Social Group Work</td>
<td>117</td>
</tr>
<tr>
<td>Table 25</td>
<td>Type of Organization and Perception of the Relevance of the Knowledge of Social Group Work</td>
<td>118</td>
</tr>
<tr>
<td>Table 26</td>
<td>Gender and Perception of Relevance of the Knowledge of Social Group Work</td>
<td>1198</td>
</tr>
<tr>
<td>Table 27</td>
<td>Perception of respondents regarding Relevance of Knowledge of Community Organization for Providing Services in Industry</td>
<td>120</td>
</tr>
<tr>
<td>Table 28</td>
<td>Experience and Perception of Relevance of the Knowledge of Community Organization</td>
<td>122</td>
</tr>
<tr>
<td>Table 29</td>
<td>Type of Industry and Perception of Relevance of the Knowledge of Community Organization</td>
<td>123</td>
</tr>
<tr>
<td>Table 30</td>
<td>Type of Organization and Perception of Relevance of the Knowledge of Community Organization</td>
<td>124</td>
</tr>
<tr>
<td>Table 31</td>
<td>Gender and Perception of Relevance of the Knowledge of Community Organization</td>
<td>125</td>
</tr>
<tr>
<td>Table 32</td>
<td>Perception of respondents regarding Relevance of Knowledge of Social Work Research for Providing Services in Industry</td>
<td>126</td>
</tr>
<tr>
<td>Sr. No.</td>
<td>Title</td>
<td>Page No.</td>
</tr>
<tr>
<td>--------</td>
<td>-----------------------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>Table 33</td>
<td>Experience and Perception of Relevance of the Knowledge of Social Work Research</td>
<td>128</td>
</tr>
<tr>
<td>Table 34</td>
<td>Type of Industry and Perception of Relevance of the Knowledge Social Work Research</td>
<td>129</td>
</tr>
<tr>
<td>Table 35</td>
<td>Type of Organization and Perception of Relevance of the Knowledge of Social Work Research</td>
<td>130</td>
</tr>
<tr>
<td>Table 36</td>
<td>Gender and Perception of Relevance of the Knowledge of Social Work Research</td>
<td>131</td>
</tr>
<tr>
<td>Table 37</td>
<td>Perception of respondents regarding Relevance of Knowledge of Social Welfare Administration for Providing Services in Industry</td>
<td>132</td>
</tr>
<tr>
<td>Table 38</td>
<td>Experience and Perception of Relevance of the Knowledge of Social Welfare Administration</td>
<td>134</td>
</tr>
<tr>
<td>Table 39</td>
<td>Type of Industry and Perception of Relevance of the Knowledge of Social Welfare Administration</td>
<td>135</td>
</tr>
<tr>
<td>Table 40</td>
<td>Type of Organization and Perception of Relevance of the Knowledge of Social Welfare Administration</td>
<td>136</td>
</tr>
<tr>
<td>Table 41</td>
<td>Gender and Perception of Relevance of the Knowledge of Social Welfare Administration</td>
<td>137</td>
</tr>
<tr>
<td>Table 42</td>
<td>Perception of respondents regarding Relevance of Knowledge of Social Legislation for Providing Services in Industry</td>
<td>138</td>
</tr>
<tr>
<td>Table 43</td>
<td>Experience and Perception of Relevance of the Knowledge of Social Legislations</td>
<td>140</td>
</tr>
<tr>
<td>Table 44</td>
<td>Type of Industry and Perception of Relevance of the Knowledge of Social Legislations</td>
<td>141</td>
</tr>
<tr>
<td>Table 45</td>
<td>Type of Organization and Perception of Relevance of the Knowledge of Social Legislations</td>
<td>142</td>
</tr>
<tr>
<td>Table 46</td>
<td>Gender and Perception of Relevance of the Knowledge of Social Legislations</td>
<td>143</td>
</tr>
<tr>
<td>Sr. No.</td>
<td>Title</td>
<td>Page No.</td>
</tr>
<tr>
<td>--------</td>
<td>----------------------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>Table 47</td>
<td>Perception of respondents regarding Relevance of Knowledge of Labour Legislations for Providing Services in Industry</td>
<td>144</td>
</tr>
<tr>
<td>Table 48</td>
<td>Experience and Perception of Relevance of the Knowledge of Labour Legislations</td>
<td>146</td>
</tr>
<tr>
<td>Table 49</td>
<td>Type of Industry and Perception of Relevance of the Knowledge of Labour Legislations</td>
<td>147</td>
</tr>
<tr>
<td>Table 50</td>
<td>Type of Organization and Perception of Relevance of Labour Legislations</td>
<td>148</td>
</tr>
<tr>
<td>Table 51</td>
<td>Gender and Perception of Relevance of the Knowledge of Labour Legislations</td>
<td>149</td>
</tr>
<tr>
<td>Section-III: Relevance of Social Work Skills in Industry</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Table 52</td>
<td>Perception of Respondents regarding Skills acquired during MSW training</td>
<td>150</td>
</tr>
<tr>
<td>Table 53</td>
<td>Perception of respondents regarding most relevant skills for providing services</td>
<td>152</td>
</tr>
<tr>
<td>Table 54</td>
<td>Perception of respondents regarding the component that helped to acquire these skills</td>
<td>154</td>
</tr>
<tr>
<td>Table 55</td>
<td>Perception of respondents regarding the extent of help in acquiring these skills from M.S.W. training</td>
<td>155</td>
</tr>
<tr>
<td>Table 56</td>
<td>Perception of respondents regarding utility of the skills in Industry</td>
<td>155</td>
</tr>
<tr>
<td>Table 57</td>
<td>Experience and Perception regarding the extent of help in acquiring these skills from M.S.W. training</td>
<td>156</td>
</tr>
<tr>
<td>Table 58</td>
<td>Type of Industry and Perception regarding the extent of help in acquiring these skills from M.S.W. training</td>
<td>157</td>
</tr>
<tr>
<td>Table 59</td>
<td>Income and Perception regarding the extent of help in acquiring these skills from M.S.W. training</td>
<td>158</td>
</tr>
<tr>
<td>Table 60</td>
<td>Designation and Perception regarding the extent of help in acquiring these skills from M.S.W. training</td>
<td>159</td>
</tr>
<tr>
<td>Sr. No.</td>
<td>Title</td>
<td>Page No.</td>
</tr>
<tr>
<td>--------</td>
<td>----------------------------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td>Table 61</td>
<td>Gender and Perception regarding the extent of help in acquiring these skills from M.S.W. training</td>
<td>160</td>
</tr>
<tr>
<td>Table 62</td>
<td>Type of Organization and Perception regarding the extent of help in acquiring these skills from M.S.W. training</td>
<td>160</td>
</tr>
<tr>
<td>Table 63</td>
<td>Gender and Perception regarding utility of the skills in industry</td>
<td>161</td>
</tr>
<tr>
<td>Table 64</td>
<td>Type of Organization and Perception regarding utility of the skills in industry</td>
<td>161</td>
</tr>
</tbody>
</table>

Social Work Values and Attitude Towards Social Work

Section I: Social Work Values for Practice in Industry

<p>| Table 65 | Most Cherished Values | 163      |
| Table 66 | Perception of respondents regarding values that lead to efficient job performance | 164      |
| Table 67 | Perception of respondents regarding values that create conflict while providing services | 164      |
| Table 68 | Perception of Values expected in Industry | 165      |
| Table 69 | Experience and Perception regarding extent of fulfillment of expected values | 166      |
| Table 70 | Designation and Perception regarding extent of fulfillment of expected values | 167      |
| Table 71 | Income and Perception regarding extent of fulfillment of expected values | 168      |
| Table 72 | Type of Industry and Perception regarding extent of fulfillment of expected values | 169      |
| Table 73 | Type of Organization and Perception regarding extent of fulfillment of expected Values | 170      |
| Table 74 | Gender and Perception regarding extent of fulfillment of expected Values | 170      |</p>
<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Table 75</td>
<td>Experience and Perception regarding change due to social work values</td>
<td>171</td>
</tr>
<tr>
<td>Table 76</td>
<td>Designation and Perception regarding change due to social work values</td>
<td>172</td>
</tr>
<tr>
<td>Table 77</td>
<td>Income and Perception regarding change due to social work values</td>
<td>173</td>
</tr>
<tr>
<td>Table 78</td>
<td>Type of Industry and Perception regarding change due to social work values</td>
<td>174</td>
</tr>
<tr>
<td>Table 79</td>
<td>Type of Organization and Perception regarding change due to social work values</td>
<td>175</td>
</tr>
<tr>
<td>Table 80</td>
<td>Gender and Perception regarding change due to social work values</td>
<td>175</td>
</tr>
</tbody>
</table>

**Section II: Attitude towards Social Work**

<p>| Table 81 | Attitude of the respondents                                          | 176      |
| Table 82 | Experience and Attitude towards Training                             | 177      |
| Table 83 | Income and Attitude towards Training                                | 178      |
| Table 84 | Type of Industry and Attitude towards training                       | 179      |
| Table 85 | Type of Organization and Attitude towards Training                  | 180      |
| Table 86 | Gender and Attitude towards Training                                | 180      |
| Table 87 | Experience and Attitude towards Professional Self                   | 181      |
| Table 88 | Income and Attitude towards Professional Self                       | 182      |
| Table 89 | Type of Industry and Attitude towards Professional Self             | 183      |
| Table 90 | Type of Organization and Attitude towards Professional Self         | 184      |
| Table 91 | Gender and Attitude towards Professional Self                       | 184      |
| Table 92 | Experience and Attitude towards Job                                 | 185      |
| Table 93 | Income and Attitude towards Job                                     | 186      |
| Table 94 | Type of Industry and Attitude towards Job                           | 187      |</p>
<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Table 95</td>
<td>Type of Organization and Attitude towards Job</td>
<td>188</td>
</tr>
<tr>
<td>Table 96</td>
<td>Gender and Attitude towards Job</td>
<td>188</td>
</tr>
<tr>
<td>Table 97</td>
<td>Experience and Attitude towards Social Work Interventions</td>
<td>189</td>
</tr>
<tr>
<td>Table 98</td>
<td>Income and Attitude towards Social Work Interventions</td>
<td>190</td>
</tr>
<tr>
<td>Table 99</td>
<td>Type of Industry and Attitude towards Social work Interventions</td>
<td>191</td>
</tr>
<tr>
<td>Table 100</td>
<td>Type of Organization and Attitude towards Social Work Interventions</td>
<td>192</td>
</tr>
<tr>
<td>Table 101</td>
<td>Gender and Attitude towards Social Work Interventions</td>
<td>192</td>
</tr>
</tbody>
</table>

**List of Diagrams**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Title</th>
<th>PAGE NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Figure 1</td>
<td>Efficiency V/s Cost</td>
<td>75</td>
</tr>
<tr>
<td>Figure 2</td>
<td>Framework for Labour Market</td>
<td>77</td>
</tr>
<tr>
<td>Figure 3</td>
<td>Sectoral Employment in Gujarat</td>
<td>79</td>
</tr>
<tr>
<td>Figure 4</td>
<td>Labour Market</td>
<td>84</td>
</tr>
<tr>
<td>Figure 5</td>
<td>Conceptual Framework</td>
<td>85</td>
</tr>
<tr>
<td>Figure 6</td>
<td>Labour Market Scenario</td>
<td>86</td>
</tr>
</tbody>
</table>

**LIST OF GRAPHS**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Title of Graphs</th>
<th>PAGE NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Education Background of the Respondents</td>
<td>93</td>
</tr>
<tr>
<td>2</td>
<td>Additional Qualification besides M.S.W.</td>
<td>94</td>
</tr>
<tr>
<td>3</td>
<td>Perception of Respondents regarding most relevant skills for providing services</td>
<td>152</td>
</tr>
<tr>
<td>4</td>
<td>Perception of Respondents regarding values that create conflict while providing services</td>
<td>164</td>
</tr>
<tr>
<td>5</td>
<td>Attitude of the Respondents</td>
<td>176</td>
</tr>
</tbody>
</table>

(\chi^i)