



## THE QUALITIES REQUIRED FOR SOCIAL WORKER IN COMMUNITY DEVELOPMENT ACTIVITIES

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### ABSTRACT

Community development programs are a feature of every developing nation. Community development began in India after independence to raise the standard of living of the rural poor and empower them economically and socially through organized efforts. Community development is a government-sponsored process but community organization is an approach to collective social action to assess and achieve the needs of a community or group. Development of society is achieved through democratically organized community. Social work profession is a right of social upliftment and thereby helps in overall development of the nation. Therefore, the social work discipline developed various principles and codes of conduct to provide impartial community organizing activities for the practice of social workers, as well as to equip professionals psychologically to carry out the work. The competence and qualities of social workers in the field of community development programs are very important. In this short review paper, the contributions of social work in the field of community development, some of the qualities required of social workers and the role of social workers in community development settings are briefly discussed.



**KEYWORDS:** independence, empowering, sponsored.

### 1. INTRODUCTION

The term 'community' is used in various contexts such as religious community, business community, LGBTQ community, etc. And it can be defined as a group of people living in a common geographical area, sharing common interests and having a sense of belonging. Community organization is a type of intervention or method by which a social worker identifies or makes the community aware of their perceived needs and through various intervention programs to achieve those social needs. It is understood that community work was even heralded as social work education. In England and the USA, community work in the field of social work began in the 19th century as the charity organization movement and the settlement house movement. In its early stages in England, community work was seen primarily as a process of social work, benefiting individuals to improve their social conditions. The main thrust was to act as an intermediary to coordinate the work of charities. Community organizing in Western countries aims to effectively coordinate existing welfare services, raise funds, help organize new services, and gather public opinion and awareness about social issues and sensitize people.

Our Constitution envisages that "the States shall endeavor to promote the welfare of the citizens by assuring and protecting as efficiently as possible, a social order in which religious, social, economic and political life is consistent with all national institutions." Community development activities are initiated to develop leadership. It unites people living in villages and panchayats by forming effective working groups and initiates holistic development of the village thereby enabling national progress. Its main rationale is that development programs must be initiated with active support of public participation. And the group development program developed the importance of self-help and motivation within the group.

Community social work seeks to achieve social justice through structural change. In the field of community social work, various structures and governance relationships between different communities are studied in depth. Suppose a problem of poverty arises in a community, a social worker can intervene by focusing on the political economy that creates the conditions to reduce poverty, A social worker can lobby decision makers to change existing policies or practices in a social system.

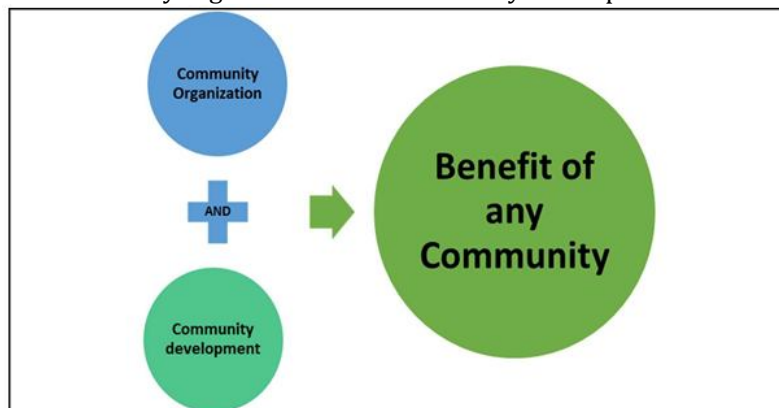
The social worker tries to know the wants of the society and through the collective efforts of the society the social worker fulfills this need. He/she can find internal and external resources for the benefit of proper functioning of the society. A match should be made between needs and resources and he/she should minimize the fallacies of developing cooperative attitudes and practices in the community.

### 1.1 Community development and Community organization

Community Development Program not only refers to rural development, but it is mainly government sponsored for poverty alleviation and empowerment of subalterns. Community development programs are implemented through government agencies and with proper supervision by government officials. But community organization is a technique that can be successfully used for the development of all types of communities, such as rural communities, urban communities, tribal communities, slum communities, etc. The principles of the intervention are the same but programs may vary according to needs or desires. The services of community organizers are indispensable in motivating and democratizing the implementation of community development programmes.

The members of a particular community organized in a healthy way to work together for a common cause is called community organization. Saul Alinsky, a US-based community activist, proposed the practice of community organizing. In the latter half of the 1930s, Saul Alinsky emerged as a community organizer. In community organization there is an adjustment between the perceived needs of the community and community resources. It includes economic development, social development, personality development and all activities which develop cooperative and cooperative attitude among the people of the society. A community coordinator can be an individual from within the community or can be appointed from outside. It may or may not be a government-sponsored event, planned and organized under the guidance of community organizers.

Net results of community organization and community development



## 2. OBJECTIVES

The main objective of the article is I) to depict the qualities or skills required of a social worker in community development activities, other objectives are II) the intervention of social work in community development and III) the role of social worker in community development programmes.

## 3. REVIEW OF LITERATURE

A partnership or cooperative approach is the idea of community and government or any other agency working together at a desired level. Members of society acquire knowledge, skills through this process. The main objective is to empower and empower the entire community [1] A social worker involved in local or community development should assume different roles in the setting such as guardian, mediator, coordinator, planner, motivator, agitator to revitalize social capital. Inherent in community [2] The social functioning of a community involves two processes one is participation and the other is the process of participatory decision making. The simultaneous functioning of this process is called community development [3]. The main themes of empowerment are consciousness raising, normalization and collectivity. The reason why the problem persists in the community is not the existence of the community members but defining the state of the situation, the victim is not the right way to solve the social problem. This is by collectively taking responsibility and uncovering the cause and solution.[4] Community development is a basic component of social work Social work services focus on increasing the literacy rate, finding solutions to unemployment in the society, eradicating poverty and hunger, gender equality and welfare of the marginalized sections of the society. Work practice[5] The community development continuum is a driven process that begins with developmental case work, then ensures mutual support within the group, and again through a series of rigorous campaigns, Identifying critical community problems and then ensuring participation of control in service delivery and sustaining social action that brings about the desired change[6]

## 4. METHODOLOGY

This short review paper examined the existing knowledge on this topic. The researcher collected information from secondary data from websites, peer reviewed journals, publications, online books.

## 5. SOCIAL WORK AND COMMUNITY DEVELOPMENT

Globalization brought about structural changes in grassroots economic, political and social interactions. The development of technology revolutionized mass media, social media which reduced the space of human relationships and knowledge. For policy makers, social development is often referred to as the economic development of a rural or urban community. According to him these activities are set before achieving self-sufficiency and increasing the standard of living of the community but according to social work community development is a broad concept which not only follows economic and infrastructural development but also enriches social capital. In society through psychological, social and collective efforts.

Strengths-based and asset-based community development is a new and popular approach to social work practice. The latest social work practice is for the development of social energy and the creation of social capital. The practice of social work enables one to counter negative forces against social capital in society, a bottom-up approach, from the 'is' to the 'is'. Community social work depends on the community and the process of organization being psychologically competent and promising. It also ensures sustainable welfare and objective thinking in the local system.

A major theory practiced by social work professionals in community development is social networking. The study of how people, organizations or groups interact with each other in their network, here is a network community. Community development is possible through community bonding, the weaker the bonds, the stronger the organization and the inconsistent decision-making ability. Another theory embedded in community development is Tuckman's teamwork theory which includes five stages of group/team forming, storming, norming, performing, and deferring. Leadership

theories such as contingency theory, situational leadership theory and transformational leadership theory are major sub-themes that influence community development activities.

## **6. ROLE OF SOCIAL WORKER IN COMMUNITY DEVELOPMENT ACTIVITIES**

A social worker has to perform many roles as per the need of the situation prevailing in the society. There are some major roles.

### **6.1 The Enabler**

A good social worker makes people understand their needs and problems in the context of the society and knowledge of the resources in the society. The social worker awakens in them resentment towards the prevailing status quo and creates the capacity to overcome the existing problem.

### **6.2 A Guide**

An important aspect required for a good social worker is mentoring ability. He/she should show the right path for the ignorant and to reach the desired goal. A social worker awakens the hidden resources of the society and makes people use them well.

### **6.3 The Advocate**

A social worker pleads against injustice in the distribution of benefits and services to his clients. A social worker can discuss with the designated authorities and argue against the unfair ways taken by the concerned institutions. A social worker brings about client-friendly changes in government schemes, policies and procedures and addresses people's gradients.

### **6.4 The Experts**

The social worker provides professional guidance to the people at the time of need and analyzes the operative functioning of the program. A social worker is a guide for the development of the community by providing expert opinion in executive level meetings of officials representing the poor rural community.

### **6.5 The Therapists**

A social worker understands the deeper problems of society and makes its members aware of the forces that create conflicting problems in their lives. He/she takes all possible measures to strengthen their self-image. A social worker can easily identify the negative forces clinging to the society and come up with remedial measures to reduce the negative effects.

### **6.6 The Social Changer**

A social worker changes the stereotyped mindset and pessimistic attitude of the people which hinders the socio-economic progress of the society. A social worker can and sometimes pressures the government to take immediate measures to control the loss to the public caused by the inadequacy of the development programme.

### **6.7 The Informer**

A social worker can spread information about many progressive schemes and the real benefits that exist in them and can be utilized for the community. A social worker studies the eligibility criteria, procedural requirements etc. of various government schemes and also understands the social welfare benefits, concerned with protecting and promoting the interests of the weaker and vulnerable sections of the society.

### **6.8 The Helper**

The mindset of social workers should be helping the poor to maximize the benefits of various development schemes of government/NGOs and other development agencies. He/she should advise

them to use it properly. The social worker helps in getting complete help to the underprivileged through these developmental programs without any involvement of the administrative machinery or local influencers.

### 6.9 The Promoter

The social worker promotes the value of self-employment and provides training facilities for the self-employment program and mobilizes the necessary resources. A good social worker will promote the value of self-employment in place of service, provide for their training, and help mobilize the necessary resources, including credit, to start self-employment.

### 6.10. The Preacher

A social worker always preaches and pressures the masses that personal development is in their hands. Economic and social development can only happen through self-determined efforts of people and is not just a curse of fate or nature.

Relationship between social worker, community and various service providing agencies



## 7. QUALITIES REQUIRED FOR SOCIAL WORKER IN COMMUNITY DEVELOPMENT PROGRAMME

Being a social worker or community organizer requires special skills to organize groups of people and work together towards a common goal. Some traits are in personality aspect and some are in behavioral aspect. So, the qualities of a social worker in a community development setting can be classified into personality traits and behavioral traits.

### PERSONALITY LEVEL QUALITIES

A good social worker should have a good conscience which is how organized he/she is and is careful in dealing with a self-disciplined approach. He/she should have an acceptable manner of interacting with others in a social environment. Other attributes are its ability to handle stress or any external pressure and its ability to regain balance. He/she must be very imaginative, creative and outwardly flexible. He/she should have openness of experience. A social worker should be very energetic, energetic and extroverted in appearance sociable. A social development worker must have the ability to withstand criticism from around and must be able to work with dispassion and never be short-tempered. Ability to make quick decisions in crisis situations is essential. His/her personality should be pleasant, which helps to win the hearts of the members of the group he/she is working with. Personal qualities like honesty, loyalty, generosity and consistency should be maintained well till the end.

Another aspect of a good social worker is leadership skills. Effective leaders will motivate, inspire and challenge individuals and groups to achieve their maximum potential. He/she should make

the members of the community fit to take responsibilities and promote morality. They will be catalysts in group settings. They will be active in serving groups and achieving shared ideas and goals.

### BEHAVIORAL LEVEL QUALITIES

A good social worker should never be biased in behaviour, he/she should not show any undue interest in individuals and should never treat individuals unequally. The social worker should continuously inspire and motivate the group members even in failure and success. Each time he/she must think strategically in a community setting. Never brag about success. He/she should gain experience and clear ambiguity in people. Social workers should be courageous and active listeners. He/she should have proper planning of daily goals and regular work. Another important behavioral aspect required is to never procrastinate and have the habit of budgeting time in a judicious manner. A social worker should be readily available for any kind of help the group may need, disinterest in group activities tends to impair group cohesion. A social worker must understand the strata of society with which he/she deals.

### 8. CONCLUSION

Community development and social work professions are intertwined. Both are related to human relationships and participating or coming together for a common goal. Such outcome-oriented relationships are achieved only through strong social capital and mutual understanding and cooperation. Individualism prevails over collectivism or group effort is a major sign of development of society. There will be individual capacity building and knowledge sharing in the process, but the ultimate victory is achieved through collective effort.

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