

MSW Comprehensive Exam Study Guide - HBSE

General HBSE content relevant to the exam:

- Social systems theory and the systems approach toward human behavior.
- Theoretical frameworks that describe, explain, and predict human behavior for individuals, families, groups, communities, and organizations.
- Assessment of the strengths and limitations of various theories of human behavior and their implications for practice with diverse urban populations.
- Normal growth and developmental expectations of each stage of human life as conceptualized by major theorists.
- The role of social and cultural forces in the development and functioning of individuals, families, groups, communities and organizations.
- Understanding of behavior as a function of the interaction between multiple systems.
- Appreciation for the diversity of human experience and development, including the experience of women, people of color, gays and lesbians, and people with disabilities.
- Historical and socioeconomic factors which have an impact on oppressed and majority communities.
- Theories and issues related to social and/or organizational change.
- Dynamics of social interaction in groups, communities, and organizations.
- The cultural uniqueness, status, history, needs, problems, strengths, and resources of ethnic and other oppressed groups in the diverse urban community of Las Vegas.
- The strengths and empowerment approaches to understanding human beings in the social environment as the basis for the commitment to promote social and economic justice.
- NASW Code of Ethics. Values and ethics of social work, particularly as they relate to knowledge of human behavior in the social environment.

Examples of theories

Systems

Conflict

Psychodynamic

Life span development (developmental theory)

Cognitive theories

Social construction

Social learning

Exchange

Behavioral

Symbolic interactionism

Ecosystems theory

Social disorganization theory

Feminist theories

Social Capital theory

Organizational theories, such as the following:

- Classical model
- Human relations approach. Theories X, Y, Z
- Institutional model
- Contingency theory
- Political economy

Individual

- Theories of life span development
- Knowledge of life stages and tasks at each stage
- Understand multiple dimensions (biological, psychological, social, cultural) of human beings at each developmental stage
- Knowledge of social problems relevant to the developmental stage

Family

- Family structure
- Family development
- Family culture
- Genograms

Groups

- Types of groups
- Group structure
- Group stages
- Content vs. Process
- Leadership styles of group leaders
- Problems in groups- social loafing, groupthink

Communities

- Types of communities
- Community competence and barriers to competence
- Social institutions or subsystems in community
- Social stratification
- Neighborhoods- functions and roles

Organizations

- Organizational theories (as above)
- Organizational phases
- Organizational culture and climate
- Managerial styles
- Types of power in organizations
- Effectiveness, efficiency
- TQM, Benchmarking
- Institutional discrimination

Refer to required textbooks from your previous HBSE courses:

Berk, L. E. (2003). *Development Through the Lifespan*. Boston, Ill: Peacock.

Fellin, P. (2001). *The community and the social worker*. Itasca, Ill: Peacock.

Kail, R. V., & Cavanaugh, J. C. (2004). Belmont, CA: Thomson/Wadsworth.

Kirst-Ashman, K. (2000). *Human behavior, communities, organizations, and groups in the macro social environment*. Belmont, CA: Brooks/Cole.

Robbins, S., Chatterjee, P., & Canda, E. (2006). *Contemporary human behavior theory*. Boston, MA: Allyn and Bacon.

Refer also to these supplemental readings:

Garbarino, J. (1992). *Children and families in the social environment*. NY: Aldine de Gruyter.

Greene, R. (1994). *Human behavior theory: A diversity framework*. NY: Aldine de Gruyter.

Hasenfeld, Y. (Ed.). (1992). *Human services as complex organizations*. Newbury Park, CA: Sage.

Hutchinson, E. (1999). *Dimensions of human behavior: The changing life course*. Thousand Oaks, CA: Pine Forge Press.

Karls, J. & Wandrei, K. (1994). *Person-in-environment system*. Washington, DC: NASW.

Morrison, J. (1995). *DSM-IV made easy*. NY: Guilford Press.

Palen, J. (1997). *The urban world*. NY: McGraw-Hill Co.

Pillari, V. & Newsome, M. (1998). *Human behavior in the social environment: Families, groups, organizations, and communities*. Pacific Grove, CA: Brooks/Cole.

Shafritz, J. & Ott, J. (2001). *Classics of organization theory*. Belmont, CA: Wadsworth Publishing.

Schraver, J. (2001). *Human behavior and the social environment: Shifting paradigms in essential knowledge for social work practice*. Boston, MA: Allyn and Bacon.