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**Address:-Ashok Yakkaldevi 258/34, Raviwar Peth, Solapur - 413 005 Maharashtra, India
Cell : 9595 359 435, Ph No: 02172372010 Email: ayisrj@yahoo.in Website: www.isrj.net**



COMMUNITY ORGANIZATION AS A SOCIAL WORK PROFESSION AND PRACTICE



V. V. Kulkarni, Sonal Shivgunde And Mahadev Jadhav

Associate Professor, Social Science Center Bharati Vidyapeeth University, Pune.
Senior Consultant-Social Sector Price Waterhouse Coopers Pvt.Ltd.
Documentation and Research, Deepak Foundation, Pune.

Abstract: In this paper the details about community organization is discussed. In Social work profession community organization is one of the crucial methods to deal with large number of people on various issues simultaneously. The community organization has its deep roots in social relations of its members. The sociological perspectives of community organization and its social significance are elaborated in detail. Coming together to solve common problems is a social phenomenon where people work together for the common cause. The organization of community whether it is formal or informal helps to develop the common goals of development on humanitarian ground. This is an enabling process which helps the communities for developing the strengths. Adjustment between various groups and their interactions always brings development in social life. The collective thinking always helps in utilizing the available resources very efficiently for the upliftment of socially weaker sections of the society. Various groups and their interactions built mutual understanding and mutual help for a common cause. Various dimensions of community plays a predominant role in organizational process which is gradual but it continues for longer time. Various definitions are explained in this chapter. The pioneering work of Marry Ross has also discussed briefly.

Keywords: Social work profession, community organization, sociological perspective, community development, living together.

INTRODUCTION:

Social work profession has three main methods i.e. (i) Case work, (ii) Group work and (iii) Community organization to achieve its goal. Community organization is the method which covers largest number of clients at a time to solve their problems. Social work methods are well adopted in practice in America and England and in some other developed countries but comparatively they are still in their infancy in developing and underdeveloped countries. Efforts have been made to provide services through launching various community awareness and development programs in these countries but still much needs to be done. In this chapter makes the effort to define community organization and describe in detail characteristics of community organization which will help to understand the fundamental aspects and contents related with this method of social work. In this text, apart from definitions of community organization broad principles of community organization, values and ethics of community organization practice, location of community work within social work is discussed. The formal historical account of the community organization is not available in Indian society, as there has been only a rare documentation on social work literature in general and community organization in particular. In India, the concept of charity has been deeply rooted in the religious philosophy. Even before the commencement of the social work education

in India in 1937, the community work was in place informally. But in the first phase from 1937 to 1952 the community work was in a dormant stage. During this period the social work was in its infancy. There were hardly any jobs in the field of community organization that provided an opening for community organization. Professionals preferred to work in casework settings. It was in 1952 the community development project was launched in India and with this we find the emergence of a new era of community work. The basic objective of community development in India was to awaken the rural people of their needs, initiating the sense of ambition for better life and making them aware of their right and power to find a solution for their problems. According to Mukerji (1961) Community development is a movement designed to promote better living for the whole community with the active participation and if possible with the initiative of community" According to him community development can be divided in to two process.

1. Extension education
2. Community organization.

Extension education was expected to improve the quality of human beings by improving his/her knowledge and skills. On this background community work was started in India and gradually it spread in various states in India.

Indeed community extension services were the official programme and policy of the government of India.

Concept of community organizing

Community organizing is the process of building strength through involving a community in identifying problems and difficulties and finding the solutions to those problems that they desire. Identifying the people and structures that can make those solutions possible; enlisting those targets in the effort through negotiation and using confrontation and pressure when needed; and building an institution that is democratically controlled by people that can develop the capacity to take on further problems.

Community organizing is NOT a technique for problem solving. Those who would use simple confrontation or mass meetings to meet their own need and skip the step of democratic involvement and control in the selecting of issues. Community organizing is not merely a process that is good for its own sake. Unless the organization has some concrete benefits which are measurable for those who participate in process. People want to see results. That's why they get involved. There is a theory it says that the local people join up if two things are true. First, they must see a potential for benefit if the group succeeds. Second, they must see that their personal involvement has an impact on the whole effort. Community organizing is not just an informal process. Many - especially those uncomfortable with a particular community organizing effort because it's confronting them at the time - seek to 'label' organizing as somehow out of date or out of place. The fact is that the method, the strategy the science of community organizing has been applied all over the world in various situations.

Community organizing is a process where people who live in proximity to each other come together into an organization that acts in their shared self-interest. A core goal of community organizing is to generate durable power for an organization representing the community, allowing it to influence key decision-makers on a range of issues over time. In the ideal, for example, this can get community organizing groups a place at the table before important decisions are made (Bobo, 2001) Community organizers work with and develop new local leaders, facilitating coalitions and assisting in the development of campaigns. Community organizations sometimes known as community-based organizations are the civil society non-profits that operate within a single local community. They are essentially a subset of the wider group of nonprofits. Like other nonprofits they are often run on a voluntary basis and are self funded. Within community organizations there are many variations in terms of size and organizational structure. Some are formally incorporated, with a written constitution and a board of directors (also known as a committee), while others are much smaller and are more informal. The recent evolution of community organizations, especially in developing countries, has strengthened the view that these "bottom-up" organizations are more effective addressing local needs than larger charitable organizations (Bobo, Kim; et al. 2001).

Meaning of Community Organization

The term community organization consists of two words, community and organization. Community has been defined as an organized social unit, a group of people living together in a common territory. The community member have developed common ways of life Bogardus defines community as "a social group with some degree of 'we feeling' and living in a given area." Sanskrit word used for community is 'Samudaya' combined in it is sam (sum) and udaya. 'Sum' is explained as together or as ultimate coordination and udaya means rise. Rise of all, together, is the meaning of community in Sanskrit or Hindi.) Human beings as parts of ecological peripheries interact in it in a cyclical manner. People change the conditions to their favor and the changes continue to change the people to adapt to these new situations. "Community in ecology is a term that refers to all the plants and animal population within given area or habitat. A community, representing the living organizations or bio data of an area, together with its physical environment constitutes an ecosystem. Communities undergo constant change, but they do possess certain definable properties. Community, in sociological terminology, is relatively, small isolated centre with a stable population in which all economic and social services necessary to life can be maintained. The community, is one of the oldest forms of human social organization. In the hypothetical community, social relations are primary direct and personal and the common values are reinforced and supported by a rich ceremonial and ritual life and by folk ways and mores rather than by legislation or police. In a popular language the term community denotes any small, localized political, economic and social text whose members share values in common, thus the hamlets villages, towns and cities are often considered communities."

According to MacIver community as a pioneer settlement, a village, a city, a tribe or a nation, where ever the members of any group, small or large, not this or that particular interest, but the basic conditions of a community life, we call that group in that, one's life may be lived wholly within it. One cannot live wholly within a business organization. One can live wholly within a tribe or a city. The basic criterion of community, then is that all. Of one's social relationships may be found within it." The interactional relations developed among the people of a place are essential to a community. People develop common modes of living while living together for a considerably long time. The natural as well as the man made resources of that area shapes the modes and ways of interaction. People learn or adapt to these ways along with the development of feeling of togetherness and belongingness. If they do not feel that they are part of the place or they live here with all the other people they may not follow the common modes of behavior. Community thus is an ecologically evolved social text possessing following elements:

1. Human group
2. Living at a common place since generations.
3. Have developed common ways of living together
4. Differentiate identity of the group of people as 'we people'.
5. Continuity in interaction, proximity among the members

of the group.

6. Strong reciprocal feelings of attachment towards people and place.

The expressed 'we feeling' is the key to community organization. 'We feeling' among the members of community signifies emotional organization. They feel linked with each other and guided by this feeling, they make further efforts to meet day to day needs. It is because of this feeling that community people work together to solve community problems. They consider the resources as community resources and share it in a manner that the whole community enjoys it. Such processes are organization. Coordination, planning, sharing and making collective efforts for achieving common goals are all parts of organization. All these put together in an interrelated order is organization. Community in itself is an organization which makes the community a social unit.

Sociological perspective of community

The organization of the community is naturally evolved phenomenon. It does not refer only to the relations, ties and feelings of people they have for each other. The organization of community is informal and self-developed network, not only of that developed among the human beings but it is the relationship network that developed amongst all the members of the community. The scientific researchers have provided newer and intensive factual knowledge about how human beings biologically and psychologically are influenced by the local environment. Ecological complexes and their interrelationship with the human beings are essential elements of organization of a community. The theory of growth and development is possible through life experiences, that community provide opportunities of growth and development to its members. The growing awareness about the necessity for sustaining development is favorable in self-sufficient communities. Therefore, of communities as most suitable social units for the health and happiness of its members. A community thus is an internet work of all the facilities human beings need to live, peacefully.

Community organization as an enabling process which helps the communities developing strengths. Human beings either make effective use of their surroundings as resources. The adjustments between people and environment in a community are thus reciprocal. Human beings develop certain genetic characteristics while living in a particular environment, helpful in adjusting to it. There is a natural adaptation process which continues between man and environment. Such processes are comfort oriented. People constantly make conscious and or reflexive efforts to establish a condition where they feel more comfortable and happy. Mahatma Gandhi emphasized the community in its real meaning is the complete organized text wherein each and every element functions in a related manner and produces comforts for other living beings. There are people, needs and resources and developed ways of meeting needs of people with the help of resources. 'The term organization means an arrangement of persons or parts. In this arrangement various elements or parts of the organizations.

In this arrangement, the, persons or parts are interrelated and interdependent. They function in a coordinated manner, to accomplish a goal. The members of an organization are assigned fixed tasks and responsibilities according to their status and role". Elements of organization thus are goal, objectives, social relationship, order, system, resources, plan, norms and moores of behavior, sanctions and taboos, etc... Community is a complex of all these elements. Exist together for existing together is the ultimate goal of community organization.

There are various types of communities classified on the basis of the type of location, ecology and the interaction pattern of people. There are rural, urban and tribal communities. There are territorial communities like city, state, nation, and continent. Tribal communities are good examples of homogeneous communities. Communities like settlement camps, neighborhoods are characterized as heterogeneous communities, where people share the place, live together with background of different cultures. These habitats are referred to as communities because they possess potentials of developing cultural ties and feelings of togetherness. Indian rural agrarian clusters are also termed as communities because people live at a common place (village) and share agrarian culture.

The sociologists believe that rural agrarian society is socially stratified. There are landlords and laborers, artisans and other functionaries of different economic levels, who share the village territory. Each of these groups though live in the same village vicinity, live in different pockets of their own in the same village. Interaction, feelings, relations, cultural ties are all much stronger among the members of the each of these occupational groups. In villages these groups do interact with the members of other occupational groups to meet their occupational and economic needs. In a way, many of such villages are also heterogeneous communities. The difference between an urban heterogeneous community and a rural heterogeneous village community is that, in an urban locality people live together as broken parts of other traditional communities and in villages different traditional occupational groups interact with each other as members of different village groups while sharing common territory of the village.

Groups of people, who from generations are moving together from one place to another, are known as nomadic communities. Nomadic groups can be termed as communities, because all the members of the whole group are together from generations and they move together. Nomadic is the part of culture developed as means of survival. Nomadic groups are homogeneous communities. The nation, continent, island are the examples of territorial communities. It is observed that people of an island possess common biological and cultural characteristics. Even if the original residents of an island do not see each other or do not even communicate to each other so often, ecological influences make them identify with the other residents of the same island. The inhabitants of smaller geographical locations within state or country territory have strong feelings of togetherness among themselves because their complete integration is spread only to the limited boundaries. Modern sociologists seem to have much less inhibition in

identifying communities based on professional, religious, linguistic or occupational commonalities. People engaged in one occupation do feel together. Actually, caste, communities are mainly occupational communities. Members of a religion or a profession do feel together with their fellow beings. There are expressions like Hindu community, Christian community or Jewish community. Similarly there are expressions like Doctors' community and teachers' community etc. There are administratively defined communities like village panchayat, Block, District, State, Corporation vicinity, Tehsils and so on. Rural and urban slums are also referred to as communities. What is common in all these types of communities is that there is some or other factor existing in all these groups which make them feel together, be together and live together. Many times slum communities are neither traditional nor legal residential pockets. People live at such places because they do not have any other better place to live in. They have no other means than to helplessly, localize themselves at a place unlivable for humans. Slums are generally undeveloped, filthy, muddy, unhygienic and unlivable. People occupying this area, can hardly develop feelings of attachment with their surroundings, however, the feelings of togetherness is strong among these. The problems like wet hutments, lack of water and sanitation facilities, with lot of pollution, along with fear of eviction and slum powers, constantly drive people to look to each other for moral strength to continue to exist. The feelings of togetherness are more evident in situations of crisis. The slum dwellers are surrounded by situations of crisis.

Modernism provides far and fast reaching intercommunication opportunities, which no longer kept isolation for communities. Communities Influenced by other than their own cultural and economic systems, are losing the tradition and ecological bondages and resources. The limits of relationship areas have expanded beyond control. People tend to attach themselves with the people who talk like them, dress like them, behave like them. The feelings of togetherness are transferred to professional, occupational groups or to the neighbors. Before we get to know more about community organization as the method of social work, let us first understand the meaning of the term we use. The term community organization has several meanings. It is being often used synonymous to community work, community development and community mobilization, etc. In general, community organization means helping the community to solve its problems. In the context of social work profession in India, the term is used to denote a method of social work to intervene in the life of a community.

In sociology we have learned that society and social institutions are more than just a collection of individuals. They include how those individuals are linked to each other. They are sets of systems such as economy, political organization, value, ideas, belief systems, technology, and patterns of expected behaviors (social interaction). It means that just collections of individuals living at a common place are not necessarily organized. To call them organized they need to have a set of common ideas and expectations. This gives them a social structure and some social processes that make the organization something (social). It goes beyond the

very individuals that compose the community. Like most things in the social sciences, community does not fit into a nice neat package. We use the word a lot, but in organizing process it is important to ask more seriously what it is.

First, let us note that a "community" is a construct, a model. We cannot see a whole community, we cannot touch it, and we cannot directly experience it. Like the words "hill" or "river" a community may come in one of many shapes, sizes, colors and locations, no two of which are alike. More importantly, a community is not just the people who are in it. A community usually already existed when all of its current residents were not yet born, and it will likely continue to exist when all of the people in it have left. It is something that is beyond its very components, its residents or community members. A community may have members who have temporarily moved to other locations. They may wish to eventually return, but not all do. A "community" in some senses may not even have a physical location, but be demarcated by being a group of people with a common interest. In the training material here, however, the "community" which is the object of an immobilizer's attention, is usually one with a physical geographic location. Further it is important to note that just forming various groups in community having some structure or form (e.g. having a president, treasurer, secretary, etc.) does not make the community organized. It is not the multiplicity of institutions, interest groups or set of activities, which make the organized community, for it, may create more conflicts and disrupt the normal life. Thus the important determining factors of community organization are interaction, integration and co-ordination of the existing institutions, interest groups and activities, and evolving new groups and institutions if necessary to meet the changing conditions and needs of the community. Community organizations always nourished and supported local leadership by teaching people how to convene meetings, conduct research, analyze public policy positions, negotiate with public and private officials, register people to vote, develop a common vision for struggling or distressed communities, and implement a work plan to address and resolve important issues or problems. On this background to study and to be able to engage in community organization practice it is necessary to have a clear definition. There are several definitions available in literature, which are put forth at different times in different context. The common element in most of them is matching resources to needs. We will discuss here two most widely accepted definitions of community organization.

Definition of community organization

There are various definitions of community organization given by different distinguished authors, practitioners and organizations. All definitions core contents are more or less similar except slight difference emphasis on one or other content. Here we will go through some of the him popular and well accepted definitions of community organization.

1. Eduard C. Lindeman (1921) defined community organization as "Community organization is that phase of social organization which constitutes a conscious effort on

the part of a community to control its affairs democratically and to secure the highest services from its specialists, organizations, agencies and institutions by means of recognized inter relations.”

2. Walter W. Pettit (1925) defined it as “Community organization is perhaps best defined as assisting a group of people to recognize their common needs and helping them to meet these needs.”

3. Russell H. Kurtz (1940) defined it as “Community organization is a process dealing primarily with program relationships and thus to be distinguished in its social work setting from those other basic processes, casework and group work, which deal with people. Those relationships of agency to agency, of agency to community and of community to agency reach in all directions from any focal point in the social work picture. Community organization may be thought of as the process by which these relationships are initiated, altered or terminated to meet changing conditions, and it is thus basic to all social work...”

4. Wayne McMillan (1947) defined it as “Community organization in its generic sense in deliberately directed effort to assist groups in attaining unity of purpose and action. It is practiced, though often without recognition of its character, wherever the objective is to achieve or maintain a pooling of the talents and resources of two or more groups in behalf of either general or specific objectives.”

5. C.F. Mc. Neil (1954) defined it as “Community organization for social welfare is the process by which the people of community, as individual citizens or as representatives of groups, join together to determine social welfare needs, plan ways

6. “Community organization for social welfare may be defined as the social work process of establishing a progressively more effective adjustment between the social welfare needs and the community welfare resources within a geographic area”. Friedlandor (1955).

UNITED NATIONS (1952) considered community organization as complementary to community development. United Nations assumed that community development is operative in underdeveloped communities and community organization is operative in areas in where levels of living are relatively high and social services relatively well developed, but in where a greater degree of integration and community initiative is recognized as desirable.”

MURRAY G. ROSS (1951) defined community organization as “A process by which community identifies its needs or objectives, orders (or ranks) these needs or objectives, develops the confidence and will to work at these needs or objectives, finds the resources (internal and/or external) to deal with these needs or objectives takes action in respect to them and in so doing extends and develops co-operative and collaborative attitudes and practices in the community.”

In this definition by “process” he meant a movement from identification of a problem or objective to solution of the problem or attainment of the objective in the community. There are other processes for dealing with community problems, but here he called the community organization process that by which the capacity of the

community to function as an integrated unit grows as it deals with one or more community problems. The task of the professional worker in community organization is to help initiate, nourish, and develop this process. His task is also to make this process conscious, deliberative, and understood. Exploiting core contents of above giving popular definitions we may define community organization as “A method of social work which helps the community to understand its needs and objectives, develop willingness and confidence to achieve them, exploring and utilizing available and probable internal and external resources in organized and cooperative manner though voluntary or public agency.” “Community,” in the sense in which it is used here, refers to two major groupings of people. Firstly it may be all the people in a specific geographic area, i.e., a village, a town, a city, a neighborhood, or a district in a city. In the same manner it could refer also to all the people in a province or a state, a nation, or in the world. Secondly, it is used to include groups of people who share some common interest or function, such as welfare, agriculture, education, and religion. In this context community organization may be involved in bringing these persons together to develop some awareness of, and feeling for their “community” and to work at common problems arising out of the interest or function they have in common. The second definition that we discuss here is by Kramer and Speech (1975), which is in more technical terms. They defined that “Community organization refers to various methods of intervention whereby a professional change agent helps a community action system composed of individuals, groups or organizations to engage in planned collective action in order to deal with special problems within the democratic system of values.” According to their explanations it involves two major interrelated concerns

(a) the interaction process of working with an action system which includes identifying, recruiting and working with the members and developing organizational and interpersonal relationships among them which facilitates their efforts; and (b) the technical tasks involved in identifying problem areas, analyzing causes, formulating plans, developing strategies and mobilizing the resources necessary to effect action. The analysis of both these definitions reveals that they cover the “Need-Resources Adjustment” approach, “the Social Relationships” approach and a combination of the two ideas of meeting needs and development of co-operative attitudes.

Community Organization as a process

Community organization is a primary method of social work. The other methods of social work are case work, group work, social action, social research and social service administration. Each of these methods deal with human beings to help them out of stress or problems. Each of these methods vary from each other mainly in respect to their clientele system, e.g., case work deals with individual, group work with individuals in groups, community organization with community or communities. As per basic assumptions and basic philosophy of the different methods are concerned, each of them inherit from the assumptions and philosophy of social work. Community organization as a method of social work has been explained as a process. Process refers to the

dynamic and progressive manner in which community organization moves towards achievement of welfare objectives for community people. Coordinative movements among community components are growth oriented thus cannot be introduced in mathematical manner. It is not only the needs and activities of the community members which change continuously, but along with change the geographic and ecological forces from within and outside of the community. Coordinative efforts in community organization thus move along with these changes to attain the welfare activities, and adjustments for community people. Community organization is not limited for a small groups of people but it is practiced in fields like child welfare, criminology, labor welfare public health and medical and psychiatry etc.. It is thus helpful in all the fields as a methodological process of social work.

Community organization is a method because it is based on result oriented experiences. The techniques and tools used in particular manner to obtain the welfare and organizational objectives for the communities have proved to be effective. The most authentic of the experiences of such kind are the inherent organization of the communities which have led people lead collective life and attain happiness. The elements of self-sufficient community life have been extracted to be used for groups of people to make their living as complete as of community with its organization. Social work has its roots in democracy. People are helped by social workers only if they desire so. Communities are self-sufficient social units and are capable of meeting their own needs. The community organization is a method of social work. It helps communities to cope with situations and problems they face. The method and the process of community organization aim at enabling the communities to strengthen their organization. Community organization is based on the belief that people can change the unfavorable conditions of community setting into favorable ones, if they make collective efforts and if they are continuously aware of their needs, problems and resources. Community organization helps people to identify their needs, set priority of needs and identify, locate, create, match and mobilize resources to meet their unmet needs. These efforts are termed as organization.

Dr. S. Singh explains the position of community organization in social work field, with the help of the following figure.

Unitary nature of Social Work”

The position of community organization in relation to other methods of social work can be well understood with the help of the above diagram designed by Dr. S. Singh”

Community organization is a methodological process of providing, building and enhancing opportunities of community life to people. It is an accepted method of social work. Community organization is based on this welfare oriented organizational potentials of communities, people have been living in. Unlike case work and group work, agency for community organization itself functions as a community system. Community organization is a primary method of social work but at the same time it provides supportive system to effective implementation of case work

and group work methods. Community organization method is practiced more commonly to organize need based services and facilities to the people living in a geographical area, like neighborhood, city country, camps and settlements. Local community organization is a form of public participation in running the local economy and carrying out cultural and community work. Those organizations are set up, as a rule, on the initiative of citizens who have common interests and requirements, since they live in the same building, or street, and who carry out their activities without pay, on a voluntary basis, being guided by social welfare considerations. The distinguishing features of community organization practice are derived largely from the three dimensions.

- 1.The nature of its setting and focus- the community and its problems,
- 2.From the nature of its goals – enhanced functional capacity of the community and its ability to influence the social welfare policy and
- 3.From the techniques it employs towards affecting the inter-personal and inter-group relationships of the members of the community. The statements defining community organization method stress individually or in combination the above three factors and also refer to clientele and the total process to which the method is applied.

Community organization process may be described as the art and process of discovering social welfare needs and of creating, coordinating, systematizing instrumentality's through which group resources and talents may be directed towards realization of group ideals and the development of potentialities of group members. Community organizing process is a process by which people are brought together to act in common self-interest. While organizing describes any activity involving people interacting with one another in a formal manner, much community organizing is in the pursuit of a common agenda. Community organizing process generally takes place under the umbrella of a non-profit organization that reaches out and engages people to action. Often-times, paid or volunteer community organizers help to advance the process of community organizing by facilitating a process that:

- Identifies a problem or set of problems
- Identifies a solution
- Clarifies a set of objectives
- Develops a strategy and approach
- develops leadership from and relationships among the people involved
- Mobilizes public support
- Launches a campaign

Community organizing process is focused on more than just resolving specific issues. Organizing is empowering all community members, often with the end goal of distributing power equally throughout the community. Community organization is a problem solving and developmental process of social work and it is significantly more economic in terms of time and money

than any other process of social work i.e. case work or group work. Community organization method involves various different professionals for a common cause. Planning, peoples' participation, mass awareness, education, willingness, democracy and regular monitoring and evaluation are essential components of community organization method. Community Organizing in its strictest definition refers to organizing which takes place in a geographically defined living area, such as an urban poor community or a rural village. However, its principles have been widely used for organizing sectoral groups not necessarily living in a distinct location, like factory workers or students.

Community organization is a means for empowering people; its primary aim is to transform a situation of societal injustice, inequality and poverty. Community organization is both a process and an orientation, an orientation for genuine and genuine and liberating social transformation. Community organizing is a social development approach that aims to transform the apathetic, individualistic and voiceless poor into a dynamic, participatory and politically responsive community. At times, community organization is likened to "a form of experiential learning, a radicalized non-formal educational process." The answer to the question what is community? is neither simple nor quickly defined. It is important, however, for every activist to understand. For understanding the various concepts of community and its relationship with community organization a brief review of the various concepts of community is as follows.

1. Community organization is a technique for obtaining a consensus concerning both the values that are most important for the common welfare and the best means of obtaining them - Sanderson and Polson (1939).
2. Community organization is achieved whenever a group of citizens recognizing a need, group together to see that the need is met - Kurtz
3. Community organization means enabling people to find satisfying and fruitful social relationships and not for specific and preconceived forms of relationship.
4. Community organization is concerned with efforts to direct social resources effectively towards the specific or total welfare needs of any geographical area.
5. Community organization has been defined as the process of bringing about and maintaining a progressively more effective adjustment between social welfare resources and social welfare needs within a geographic area or functional field.-Neil
7. Community organization is the process of dealing with individuals and groups, who are or may become concerned with social welfare services or objectives, for the purpose of influencing the volume of such services, improving the quality or distribution or furthering the attainment of such objectives - National Conference on Community Organization, USA.
8. Community organization refers to various methods of intervention whereby a professional change agent helps a community action system composed of individuals, groups, or organizations to engage in planned collective

action in order to deal with special problems within the democratic system of values. This involves two major inter-related concerns

The interaction process of working with an action system which includes identifying, recruiting and working with the members and developing organizational and interpersonal relationships among them which facilitates their efforts - and

The technical tasks involved in identifying problem areas, analyzing causes and formulation of plans, developing strategies and mobilizing the resources necessary to effect action - Ralph M. Kramer.

9 Community organization is described as the orderly application of a relevant body of knowledge, employing practice-wisdom and learned behavior through characteristic, distinctive and describable procedures to help the community to engage in a desirable procedure to achieve planned change towards community improvement- National Association of Social Workers. 10 Community organization is oriented towards the achievement of social change by improving the social provisions and strengthening of relationships and problem solving capacities.

The overall definition and description of community organization explains the process of a collective, participatory, transformative, liberative, sustained and systematic process of building people's organizations by mobilizing and enhancing the capabilities and resources of the people for the resolution of their issues and concerns towards effecting change in their existing and oppressive exploitative conditions. Above definitions reveal salient features and nature of community organization. Summarizing them we may say that community organization helps people collectively living either in a particular geographical area or common in characteristics based on either's psychosomatic (i.e. age, sex or ability level etc.) or socio economic (i.e. racial differences, income, profession etc.) grounds beyond any geographical limit to solve their problems related with food, health, shelter, education, economy or development, communication, social security and legislation etc.

Historical incidences of Community Organizing in India :

Grassroots organizing in India has a long and varied history which formed a strong base of social structure. Community organizing groups in India fall into two broad categories: people's organizations with little structure and non-governmental organizations (NGOs) with more formal structure. NGOs have professional staff and are generally funded by government. Most of the groups are deeply involved in development and service work through organizing root level efforts. In contrast, people's organizations and movements tend to be more informal in nature and to receive little if any government funding. They are generally membership-based, are struggle-oriented and have few or no paid staff. These groups cover a broad

spectrum in terms of their memberships and issues. They include women's organizations working with poor women on workplace, community or domestic issues; alternative unions of agricultural workers working for land reform; people's organizations working on environmental and development issues; and Adivasi organizations fighting for self-determination.

The work of these groups has clear roots in grassroots efforts that began in the late 1800s and early 1900s. The work of Mahatma Gandhi in communities throughout India helped galvanize a long struggle that led to the country's independence. Marxist organizations initiated a great number of class-based struggles among industrial workers, landless agricultural laborers and peasant farmers across India. These organizing traditions have helped to build the vibrant third sector of grassroots organizations visible across India today. Through various movement and social actions of activists and social worker has brought major change among the people. There is a significant body of literature documenting the struggles of women, lower castes and other social worker groups in India to challenge the social and economic conditions that constrain them and to work for broad, systemic reform. Gail Omvedt, for example, documents the emergence of new social movements of the 1980s and early 1990s and examines the social, political and historical context out of which these movements arose. Omvedt's analysis shows how groups are weaving together class, culture, gender and caste analyses to construct new and dynamic ideologies to guide their organizing.

This emphasis on ideology is just one of the ways in which community organizing groups in India differ. Many Indian groups also utilize culture and religion in their organizing process. These groups have developed strategies that enable them to pull together diverse constituencies to work in a unified manner. Such approaches may contribute to the considerable success Indian groups have had in building large and successful organizations. For example, the Self-Employed Women's Association. These groups have won significant policy changes and have also, in many cases, succeeded in changing the way in which society is structured. Indian organizing groups, of course, have weaknesses and shortcomings just like any other organization. And their apparent successes may be due in part to factors outside of their control. The great social and economic hardships which many Indians face, for example, may lend a greater urgency to grassroots mobilization in Indian society India.

Social work and community organization

Social work as a profession, aims at providing for better and more meaningful life to human beings. Social work accepts community organization as a means of meeting people's basic needs. People living at a particular place, when find it difficult to meet their needs within the available resources, due to ignorance about these resources, due to insufficient efforts, due to natural calamities or due to outer socio economic pressures effecting destructively towards the solidarity or the arrangements community made to meet the needs or to solve the day to day problems, community organization method as a method of social work helps

community or communities to cope up more effectively with eventualities. Community organization helps community people to understand their priority needs, problems, resources and the ways of dealing with these situations. It helps people make efforts to restore back their community solidarity and attain well being of all members. In social work, community organization is recognized as a potential method and process which can make community people organize themselves in a more comfortable and meaningful manner to enjoy happier and healthier life. In social work profession it is believed that a well-coordinated community can provide better life to its members. Disorganized, resource less and communities under stress are therefore parts of the professional clientele system of community organization.

Social work is a process channelized through social workers to help Individuals, groups, communities, organizations, institutions and society at large, to maintain and built happier and dignified situations for further growth and development of mankind by applying, rationally developed, useful and suitable methods, tools and techniques. Social work studies the person, group and communities in situations of stress and tries to help these come out of it into better situations. Similar thoughts are expressed in the selected definitions of social work given by different authors.

Key characteristic of community work in view of community organization

A community organization has the following characteristics:

1. Relational, based upon the development and maintenance of one to one contacts out of which mutual risk and trust grow;
2. Pragmatic, acting locally and doing what the community identifies as needing to be done in that community;
3. Hopes for success in action, carefully selecting its issues that are creating problem. Coming together for coping the situation so that people experience success in the early stages of the organizing effort, making its actions realistic in scope;
4. Democratic in its decision making, including all the groups (both formal and informal) and peoples in that community in the decision making process;
5. Developmental, committed to a process of discovery and action, rather than following "canned" programs and procedures;
6. Seeking structural changes, not preoccupied with direct service for the needy of its community (although some direct service may be an integral part of a community organization's program), but concerned with giving people power to make decisions so that systems can be changed.
7. Consciousness raising, thinking globally and systematically about issues;
8. Leadership intensive, not staff intensive; a primary part of staff's job is to awaken, develop and train the natural leaders of the community to assume effective leadership of that community;
9. Pro active, rather than reactive; with a long term vision for that community, the organization can decide the issues they

will address rather than react to the decisions and actions of the politically, economically or religiously powerful;

10. Long term: Community organizing is oriented toward a long term approach to development, one which is concerned to build a force for the self determination of the people for the life of that slum or squatter settlement; traditional community development is medium term in duration.

11. Inclusive: To be truly successful, community organization must include as many formal and informal groups in a community as possible; it is, in reality, an "umbrella" organization of that community; this would include groups of diverse and even opposing ideologies.

12. Responsive: A community organization concentrates on identifying its issues and actions out of the pain and frustration of the people; it will therefore not plan or manage by objectives to the degree that community development would.

13. Action orientation: A community organization reflects anticipatively only in order to determine the actions it needs to take against its common identified foes; it is not primarily process oriented as is neither community development nor program oriented as is a project.

14. Social work is a professional service: Based upon scientific knowledge and skill in human relations, which assists individuals, alone or in groups, to obtain social and personal satisfaction and independence. It is usually performed by a social agency or a related organization".

Pragmatically, social work is what the public or those who are engaged in it say it is at any given time. New interests and activities are constantly added, while others become obsolete". The above descriptions and definitions of social work in common explain social work as

- i. The work done by human beings
- ii. To help individuals, groups and communities,
- iii. To adjust, better in the society,
- iv. And to be able to lead better and more satisfactory life,
- v. While making more meaningful uses of prevailing resources and services,
- vi. Social work administer helping process through social welfare agencies,
- vii. With the help of scientifically tested ways and techniques of helping,
- viii. Draws its principles, values and philosophy from, philanthropy, democracy and science.

Community organization as a method of social work

Community organization can be explained as a complete social work method in itself because it is inclusive of case work and group work processes. Man in a community lives his complete life. He learns to live; he helps others and gets helped by others. Living together in a community situation depends on interdependency and reciprocal help. Community life itself is rich enough to take care of its member's needs and problems. The moors and norms of community offer ways and manners of living a common happy life. Culture, festivals, sanctions, occupations, rituals, language, all develops in intermingled ways to make the life of its every member more meaningful.

Case work and group work methods prove to be more effective when, in practice, are interwoven with the community culture. Welfare services are more satisfying to Individuals and groups when, originate from culturally accepted norms and values individuals imbibe from childhood. Every community possesses socio economic structures helpful in meeting the needs of its members. There are leaders with authority who can direct people to healthy practices. Spiritual leader's help people get rid of their tensions by involving them in religious performances. Social and political leaders provide organizational strength to people. Community as a basic social unit is inclusive of individuals and groups. People are provided opportunities of socializing with other members of the community in the community situation. They feel together and develop sense of belonging. There is reciprocity in behavior among the people of one community, Inter acceptance of expectations among the members of a community make their life more satisfactory.

In the modern industrial era, individuals and groups are no longer confined to community life only. They are interacting within larger and wider social orders of society, like state, nation, continent or world. They are no more nurtured by the basic or primary structures like family only. There are schools, organizations, industries, markets, banks and other highly developed means of communication. All these make people much more a part of continent community rather than of a local, community like tribe, village, caste and religion, yet the elements of small and close communities still have their major share in making and shaping up of personalities for coping up in modern and more extensive areas. The extended social structures require much more flexibility on the part of human beings to stay stable.

Besides, where on the one hand, modern structures have affected a major portion of world's population, on the other hand, we realize, that only a very small portion of population is really in a position to enjoy the goods. A large segment of world's population still democratically interacting only within small vicinity. Their efforts of interaction with larger society still causes them tensions, self-defeats and unattended problems. The most acute of all these is the problem of social disorganization. Loss of feeling of belongingness. A large number of people today are looking forward finding a place with which they can attach themselves. The heterogeneous communities like modern housing complexes, urban slums, well furnished organization's office buildings though have many facilities for providing comforts to its visitors and workers, are still not able to develop sense of security and feelings of belongingness in their members. Human beings are basically members of organization. Sense of belongingness is inherent in the very existence of human beings, community organization as a method of social work helps people to regain their identity with their community and enjoy the services and resources together. Community organization attempts to reorganize, strengthen, built, assist, ensure and develop in communities and groups of people living at a particular place, the sense of belongingness and togetherness. The feelings of togetherness in turn provide more contented life with in the available resources and services.

SUMMARY

In this paper the details about community organization is discussed. In Social work profession community organization is one of the crucial methods to deal with large number of people on various issues simultaneously. The community organization has its deep roots in social relations of its members. The sociological perspectives of community organization are discussed in detail. Ultimately coming together to solve common problems is a social phenomenon where people work together for the common cause. The organization of community whether it is formal or informal helps to develop the common goals of development on humanitarian ground. This is an enabling process which helps the communities for developing the strengths. Adjustment between various groups and their interactions always brings development in social life. The collective thinking always helps in utilizing the available resources very efficiently for the upliftment of socially weaker sections of the society. Various groups and their interactions built mutual understanding and mutual help for a common cause. Various dimensions of community plays a predominant role in organizational process which is gradual but it continues for longer time. Various definitions are explained in this chapter. The pioneering work of Marry Ross has also discussed briefly.

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