

<b>PROGRAM</b>	<b>Master of Business Administration</b>
<b>SEMESTER</b>	<b>IV</b>
<b>COURSE TITLE</b>	<b>Leadership - Theory and Practice</b>
<b>COURSE CODE</b>	<b>04MB0442</b>
<b>COURSE CREDITS</b>	<b>3</b>
<b>COURSE DURATION</b>	<b>42 Hours (42 Sessions of 60 Minutes each)</b>

**Learning Outcomes: This course aims,**

- To develop an ability to assess potential leadership philosophy, traits, skills, and behavior.
- To understand leadership at the Personal, Interpersonal, Team, and Organizational levels
- To evaluate fundamentals, leadership theories and practices which are relevant to contemporary organizations.
- To assess the state of current leadership capacity within organizations
- To assess personal values, beliefs, and ethical standards to enhance self-awareness regarding personal leadership behaviors and reactions to leadership behaviors of others

**COURSE CONTENTS:**

<b>Unit No</b>	<b>Unit / Sub Unit</b>	<b>Sessions</b>
<b>I</b>	<b>Understanding Leadership:</b> Introduction to Leadership, Leadership Traits, <b>Leadership Approaches:</b> <i>Trait approach:</i> Definition, Big five Personality Model, <i>Skills Approach:</i> Leadership skill, Skill Model of Leadership, <i>Style Approach:</i> Management Skills required at Various levels of organization, The Ohio State, The University of Michigan, Blake and Mouton's Managerial Leadership Grid and <i>Situational Approach:</i> Four Leadership Style Model. Case Studies	10
<b>II</b>	<b>Leadership Theories:</b> Motivational Theories, Contingency Theories, Charismatic Leadership, Transformational Leadership, Transactional Leadership, Authentic Leadership Theory, Servant Leadership, Crisis Leadership, Case studies	8
<b>III</b>	<b>Leadership and Communication:</b> Introduction to Communication, the Model of Communication, Coaching and Mentoring, Leader-Member Exchange, Followership and Delegation, <b>Team and Self-Managed Teams:</b> Group vs Team, Types of Teams, Characteristics of an effective team, The nature of self-managed teams, Strength and Limitations of Self-managed teams, Changing role of Leadership in Self-Managed Teams.	8
<b>IV</b>	<b>Leadership and Power:</b> Introduction to Power, Sources of Power, Types of Power, Power Tactics, <b>Leadership, and Politics:</b> Introduction to Politics, Factors influencing Political Behavior, Guidelines for developing political skills. <b>Leadership and Conflict:</b> Introduction to Conflict, Types of Conflict, The conflict Process, <b>Leadership, and Negotiation:</b> Introduction to Negotiation, The Negotiation Process, Third Party Negotiation.	8
<b>V</b>	<b>Emerging Leadership:</b> Strategic Leadership, Gender Diversity, and leadership, Ethics in Leadership, Leadership and Spirituality at the workplace, Entrepreneurial Leadership, Good to Great Approach of Leadership.	8

**EVALUATION:**

The students will be evaluated on a continuous basis and broadly the scheme given below will be followed:

	<b>Component</b>	<b>Weightage</b>
A	Continuous Evaluation Component (Assignments / Quizzes / Class Participation etc.)	20%(CSE)
B	Internal Assessment	30%(IA)
C	End-Semester Examination	50% (External Assessment)

**SUGGESTED READINGS:**
**Text Books:**

Sr. No	Author/s	Name of the Book	Publisher	Edition and Year
T-01	Robert N. Lussier, Christopher F. Achua	Effective Leadership	South-Western College Publishing	Latest
T-02	Robert N. Lussier, Christopher F. Achua	Leadership: Theory, Application & Skill Development	Cengage	Latest
T-03	Peter G. Northouse	Leadership: Theory and Practice	Sage Publication	Latest

**Reference Books:**

Sr. No	Author/s	Name of the Book	Publisher	Edition and Year
R-01	Michael G. Rumsey	The Oxford handbook of Leadership Latest Edition	Oxford University press	Latest
R-02	A. Chandramohan	Leadership and management	Himalaya	Latest
R-03	Dr. D.K.Tripathi	Team Building & Leadership	Himalaya	Latest
R-04	Jim Collins	Good to Great: Why Some Companies Make the Leap...And Others Don't	William Collins	Latest
R-04	Conger, J.A	The charismatic leader: Behind the mystique of exceptional leadership	Jossey-Bass, San Francisco, CA.	Latest
R-05	Suzanne Bates	All the Leader You Can Be: The Science of Achieving Extraordinary Executive Presence	McGraw Hill	Latest

