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

**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:**

|  |  |  |
| --- | --- | --- |
| **Unit No** | **Unit / Sub Unit** | **Sessions** |
| **I** | **Understanding Leadership:** Introduction to Leadership, Leadership Traits, **Leadership Approaches:** *Trait approach*: Definition, Big five Personality Model, *Skills Approach*: Leadership skill, Skill Model of Leadership, *Style Approach*: Management Skills required at Various levels of organization, The Ohio State, The University of Michigan, Blake and Mouton’s Managerial Leadership Grid and *Situational Approach*: Four Leadership Style Model. Case Studies | 10 |
| **II** | **Leadership Theories:** Motivational Theories**,** Contingency Theories, Charismatic Leadership, Transformational Leadership, Transactional Leadership, Authentic Leadership Theory, Servant Leadership, Crisis Leadership, Case studies | 8 |
| **III** | **Leadership and Communication**: Introduction to Communication, the Model of Communication, Coaching and Mentoring, Leader-Member Exchange, Followership and Delegation, **Team and Self-Managed Teams**: 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 |
| **IV** | **Leadership and Power**: Introduction to Power, Sources of Power, Types of Power, Power Tactics, **Leadership, and Politics**: Introduction to Politics, Factors influencing Political Behavior, Guidelines for developing political skills. **Leadership and Conflict:** Introduction to Conflict, Types of Conflict, The conflict Process, **Leadership, and Negotiation:** Introduction to Negotiation, The Negotiation Process, Third Party Negotiation. | 8 |
| **V** | **Emerging Leadership:** 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:

|  |  |  |
| --- | --- | --- |
|  | **Component** | **Weightage** |
| 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 |