

GUJARAT UNIVERSITY
K. S. SCHOOL OF BUSINESS MANAGEMENT
[Five Years' (Full-time) M.B.A. Integrated Degree Course]
Fifth Year M.B.A. (SEM – X)
KS_M_H_58
Leadership in Organization (HR Elective)

3 credit course

Objective:

Wisdom knows what is to be done, skill knows how to do it and virtue is doing that. The Organizational Leader is expected to be all wise, possess Skills and have Virtue. The great Personalities Capture the mind let of the people. This Course Content Will Enable the Students to Develop the Most Intricate insight about the leadership and will further help them to inculcate the required Traits and Characteristics Within then.

Module – 1 **[20%]**

- **The Concept of Leadership:-** Meaning and definitions, Concept & Significance-importance, Qualities, Difference between Leader & Manager and leadership and Management, Formal & informal leadership, leadership traits.
- Attributes of Leaders
- Perspective on Effective Leadership Behavior – Searching for Leadership Style - Two dimensional, Leadership Taxonomy, Leadership and Management, Specific Behaviors, Evaluation of Behavior Approach.

Module - 2 **[20%]**

- **Contemporary Leadership Styles:-** Leadership differs from managing, Familiar Leadership, Value based leadership, Spiritual and servant leadership, Boundary Spanning and team leadership and level-5 leadership.
- **Leadership Development:-** Need For Behavioral Modification, Leadership developmental Mechanisms, Organizational Drives to develop leadership, Leadership passages & Flow Chart of Leadership Development.

Module – 3 **[20%]**

- **Leadership Behavior-Dimensions and Assessment:-** Identifying Leadership Potential in Elite Engineering, Early Studies of leader Behavior, Assessing leadership Potential, Measuring the effects of Leadership ,Managerial derailment and self-defeating Behavior, Development Planning and the Pipeline, Professional Development leader-Member Exchange Theory, Developing Leadership Qualities in Managers.
- Motivation, Satisfaction and Performance.
- Understanding Followership.

Module – 4**[20%]**

- and Leadership
- hies of Organizational Leaders (Minimum 6)

Women

Biograp

Module – 5**[20%]**

- Essentials of Building and Managing Teams, team Effectiveness and Team Building-Alternatives and Outcomes.
- Case Studies based on Style of Leadership (Minimum 6)

No of lectures in semester: Approximately 40 to 45 hours**Assignments:** Minimum 3 Assignments**Evaluation Pattern:**

Continuous Evaluation	30%
Mid-Sem. Exam	20%
End-Sem. Exams	50%

Reference Books:

- Leadership and team Building by Uday Kumar Halders - Oxford.
- Leadership and Management (Text cases and Exercise) By Dr A. Chandra Mohan - HPH
- Leadership and Management Development by Jan Carmichael, Chris Collins, Peter Emsell and Jon Haydon-Oxford.