

# ST. JOSEPH'S DEGREE & PG COLLEGE

(Autonomous), Affiliated to Osmania University

DEPARTMENT OF BUSINESS MANAGEMENT

SEMESTER-VI

BBA, BBA (IT), BBA (BA), BBA (FM), & BBA (ENTREPRENEURSHIP)

LEADERSHIP DEVELOPMENT

DSE

*w.e.f. 2020-2021 A.Y*

## SCHEME OF INSTRUCTION

Hours per Week : 5 Hrs.

Credits : 5

Instruction Mode : Lecture

Course Code : BM.07.301.24AT

## SCHEME OF EXAMINATION

Maximum Marks : 100

Internal Assessment : 40

External Examination : 60

External Exam Duration : 3 Hrs

**Course Objective:** The course focuses on developing and understanding leadership roles and styles and examine the leader's role as it leads to development of self and organization.

**Course Outcomes:** On successful completion of this course, the students will be able:

CO1: To understand and gain Conceptual knowledge of Leadership.

CO2: To demonstrate an understanding of the current leadership theories and how they apply to the modern organizations.

CO3: To Analyze the impact of effective leadership perspectives on organisational performance

CO4: To Reengineer the mindset of students which will help them to become effective leaders

CO5: To analyze the current issues in leadership.

### Unit I: Introduction to Leadership

Traits, styles, skills, behaviors, vision, inspiration and momentum of leadership-International framework for analyzing leadership-Personality Types and Leadership-Five factor model of personality

### Unit II: Leadership Theories

Great Man Theory-Trait theory- Behavioral Theories: Michigan studies, Ohio State University studies, Leadership Grid, Role theory- Contingency Theories: Casual model of Leadership, Normative Decision model, Hersey Blanchard situational model, Vroom & Jago's model, House's Path Goal theory- Contemporary leadership styles



### **Unit III: Leadership Development, Succession & Followership**

Characteristics, types and evaluation of Leadership Development-Leadership Succession- Choosing a successor, Emotional aspects of leadership succession, developing pool of successors, Followership- Essential qualities of effective followers, Collaboration between leaders and followers.

### **Unit IV: Leadership and Corporate Culture**

Levels of Leadership- Leadership Traits of Highly productive Organizations- Leadership strategies for Productivity improvement- Corporate culture- Purpose- Foundations of a Productivity focused culture- Managerial culture. Leader's action that fosters teamwork- Leadership Commitment.

### **Unit V: Women in Leadership**

Meaning- Definition- Women's unique leadership traits-Women & Leadership-Barriers for Women in Leadership positions- Women in Leadership: Global scenario vs Indian scenario- Current issues in leadership

#### **Text Books:**

1. Andrew J. DuBrin, Carol Dalglish, Peter Miller, Leadership, 2005, 2<sup>nd</sup> Asia Pacific Ed, John Wiley & Sons Australia, Limited, 2015.
2. V.S.P. Rao, "Management Text & Cases", 2014, Excel Books.

#### **Reference Books:**

1. Peter G. Northouse, "Leadership", 2015, 6<sup>th</sup> Ed, Sage Publications.
2. Lussier/Achua, Effective Leadership, 3<sup>rd</sup> Ed, Cengage Learning, 2016.
3. Richard L. Daft, Leadership, Cengage Learning, 2015.
4. Gary Yukl, Leadership in Organizations, 6<sup>th</sup> Edition, Pearson Education, 2016.