COURSE HANDOUT

PRINCIPLES OF MANAGEMENT (UGAEC-103 C)

BBA(H)-1ST SEMESTER

ACADEMIC YEAR (2024-25)

Dr Navjeet Kaur

Assistant Professor

School of Management

School of Management

Model Institute of Engineering & Technology (Autonomous)

Kot Bhalwal, Jammu - 181122

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Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
							Sessional	Final Exam	Total
UGAEC-103 (C)	Introduction to Leadership Development	AEC	3	3	0	0	40	60	100

COURSE OUTCOMES

	At the end of the course the student will be able to:
CO1	Describe the concept of Leadership.
CO2	Comprehend the various theories of leadership and their application in the workplace.
CO3	Articulate the impact of effective leadership perspectives on organizational performance.
CO4	Analyze practical applications of leadership and team management principles in high-pressure environments.
CO5	Evaluate the effectiveness of leadership strategies through case studies.

Section A

Unit-I

Introduction to Leadership: Definition, role and Functions of a Leader, Leadership Motives, Characteristics of an Effective Leader, Manager Vs Leader, International Framework for analysing leadership-Personality Types and Leadership-Five Factor Model of Personality.

(08 Hours)

Unit-II

Leadership Styles and Theories: Styles of leadership, Theories- Great Man Theory, Trait theory, Behavioural Theories: Michigan and Ohio studies, Contingency Theories- Situational Theory- Hersey-Blanchard Model.

(08 Hours)

Unit-III

Leadership Development and Succession: Characteristics, types and evaluation of Leadership Development, Succession Planning- importance of succession planning for organizational sustainability, Succession Planning Frameworks and Models. Role of leader, challenges faced by organizations in succession planning.

(08 Hours)

Section B

Unit- IV

Leading High-Performance Teams: Motivation and Leadership- Introduction to Groups and Teams, Difference Between "Group" and "Team", Negotiation and Leadership-Leadership under a crisis situation; Case study.

(06 Hours)

Unit-V

Leadership and Corporate Culture: Leadership strategies for Productivity improvement, corporate culture-Purpose- Foundations of a Productivity focused culture, Women in Leadership: Global scenario vs Indian scenario.

(06 Hours)

Textbooks

S.No	Name of the Books	Name of the Author	Publisher Name	Edition (Pub.Yr.)
1	Leadership in organisations	Gary Yulk, Nihanth Uppal,	Pearson	6th (2019)
2.	Leadership: Enhancing the lessons of experience	Hughes, R.L., Ginnett, R.C., & Curphy, G.J.	McGraw Hill Education	9th (2019)

Reference Books

S.No	Name of the Books	Name of the Author	Publisher Name	Edition (Pub.Yr.)
1	Effective Leadership	Lussier/Achua	Cengage Learning	3rd (2016)

	COURSE PLAN	
Unit-I Introduction to Leadership		
S.No	**Topics**	**Recommended Books**
1	Definition, role and Functions of a Leader	https://www.yourarticlelibrary.com/leadership/leadership-meaning-characteristics-and-functions/53325 https://emeritus.org/in/learn/what-are-the-roles-and-responsibilities-of-a-leader/
2	Leadership Motives, Characteristics of an Effective Leader	https://www.slideshare.net/slideshow/traits-motives-and-characteristics-of-leadership/76366636 https://www.slideshare.net/slideshow/motives-and-characteristics-of-leadership/10563238
3	Manager Vs Leader	https://www.geeksforgeeks.org/difference-between-leader-and-manager/
4	International Framework for analysing leadership	https://www.slideshare.net/slideshow/ppt-ch-2/1896306 https://www.coursehero.com/file/94542402/International-framework-of-analyzing-leadershipppt/
5	Personality Types and Leadership-Five Factor Model of Personality.	https://www.psychometrics.com/wp-content/uploads/2016/10/UPDATED-Personality-Type-and-Leadership-Report-WEB_16-08-28_Final.pdf https://www.verywellmind.com/the-big-five-personality-dimensions-2795422
Unit-II Leadership Styles and Theories		
6	Styles of leadership,	https://corporatefinanceinstitute.com/resources/management/leadership-styles/ https://blog.hubspot.com/marketing/leadership-styles
7	Theories- Great Man Theory, Trait theory, Behavioural Theories: Michigan and Ohio studies, Contingency Theories- Situational Theory	https://www.simplilearn.com/top-leadership-theories-every-manager-should-know-article https://www.verywellmind.com/leadership-theories-2795323

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8	Hersey-Blanchard Model	https://www.investopedia.com/terms/h/hersey-and-blanchard-model.asp
Unit-III Leadership Development and Succession		
9	Characteristics, types and evaluation of Leadership Development,	https://www.betterup.com/blog/leadership-characteristics https://peoplethriver.com/types-of-leadership-development-programs/ https://www.opm.gov/policy-data-oversight/human-capital-framework/reference-materials/tools/evaluating-leadership-development-tools.pdf
10	Succession Planning- importance of succession planning for organizational sustainability,	https://www.chrmp.com/succession-planning/
11	Succession Planning Frameworks and Models.	https://www.aihr.com/blog/succession-planning/
12	Role of leader, challenges faced by organizations in succession planning.	https://www.chrmp.com/succession-planning/ https://emeritus.org/in/learn/what-are-the-roles-and-responsibilities-of-a-leader/
Unit-IV Leading High-Performance Teams		
13	Motivation and Leadership	https://www.gov.nl.ca/tcar/files/CCB_LeadershipGuide.pdf https://testbook.com/ugc-net-commerce/leadership-and-motivation
14	Introduction to Groups and Teams, Difference Between "Group" and "Team"	https://asana.com/resources/group-vs-team https://www.geeksforgeeks.org/difference-between-group-and-team/
15	Negotiation and Leadership	https://projectionsinc.com/negotiation-as-a-leadership-skill/ https://www.scotwork.com/in/negotiation-insights/what-is-the-role-of-leadership-in-negotiation/
16	Leadership under a crisis situation; Case study.	https://www.thinkherrmann.com/whole-brain-thinking-blog/effective-leadership-during-a-crisis https://engagedly.com/blog/leadership-in-times-of-crisis/
Unit-V		
17	Leadership strategies for Productivity improvement	https://uk.indeed.com/career-advice/career-development/leadership-strategies

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18	corporate culture-Purpose	https://www.investopedia.com/terms/c/corporate-culture.asp https://www.geeksforgeeks.org/corporate-culture-features-importance-and-types/
19	Foundations of a Productivity focused culture	https://www.timedoctor.com/blog/productivity-culture/ https://culturepartners.com/insights/culture-and-productivity-secrets-of-success/
20	Women in Leadership: Global scenario vs Indian scenario	https://thequantumhub.com/wp-content/uploads/2024/05/Women-in-Leadership_Linkedin_Final_p1-32_31May.pdf

ADDITIONAL WEB RESOURCES

| 1. | **HBPE Course Pack:** Leadership Development (AY 2024-25) created on Harvard Publishing House
https://hbsp.harvard.edu/coursepacks/1211077 |

GRADING AND ASSESSMENT

- **Sessional Test**: 20 marks
- **Assignment**: 10 marks
- **Attendance**: 10 marks
- **Final Examination**: 60 marks

COURSE POLICIES

- **Attendance**: Minimum 75% attendance is mandatory to appear in the final examination of the course.
- **Academic Integrity**: MIET's academic integrity policies apply. Plagiarism will not be tolerated.
- **Late Submissions**: Assignments and projects must be submitted by the specified timelines.

FACULTY INFORMATION

- **Office Hours**
  Monday (12:05 PM - 12:55 PM)
  Friday (12:05 PM - 12:55 PM)

- **Contact Information**
  navjeet.mba@mietjammu.in

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