

SYLLABI
For
Value Added Course
Certificate Course in Leadership Development

Offered by
Department of Management Sciences
Bachelors of Business Administration
(Session: 2023-24)

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HoD
BBA-TIAS

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Coordinator
Internal Quality Assessment Cell (IQAC)
Tecnia Institute of Advanced Studies
New Delhi-110085



TECNIA INSTITUTE OF ADVANCED STUDIES
GRADE "A" INSTITUTE

Approved by AICTE, Ministry of Education Govt. of India, Affiliated to GGSIP University
Recognized Under Sec. 2(f) of UGC Act 1956
INSTITUTIONAL AREA MADHUBAN CHOWK, ROHINI, DELHI 110085
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DEPARTMENT OF MANAGEMENT SCIENCES
BACHELOR OF BUSINESS ADMINISTRATION (BBA)

Certificate Course in
Leadership Development

Objectives: The course seeks to develop an understanding about leadership roles and styles and examine the leader's role as it leads to development of self and organization.

Learning Outcomes:

- Understand the fundamental concepts of leadership and its skills.
- Identify leader behaviors and different leadership styles.
- Understand about power and politics in organizations, different sources of power, and how to acquire those sources of power.
- Discover about managing ethical dilemmas, developing organizational culture, and managing change.

Course Contents:

Unit I

(7Hours)

Introduction to Leadership, Anchors of leadership, Dynamics of markets, Leadership communication, Traits, styles, skills, behaviors, vision, inspiration and momentum of leadership-International framework for analyzing leadership-Personality Types and Leadership-Five factor model of personality, Leader Behavior and Leadership Styles, Community, Collaboration, and Leadership.

Unit II

(8 Hours)

Supportive Communication and Decision-making Biases, 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, Global Leadership Attributes, : Leadership Explained-Theory X and Theory Y, Understanding interpersonal skills and their use in practice, Understanding conceptual skills and their use in practice.

Unit III

(7 Hours)

Ethics, Culture and Change Management, 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, Ethical dilemmas, Organizational culture, Understand the concept of constructive climate.

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Unit IV

(8 Hours)

Power, Politics and Leading Upwards, Leadership and Ancient Indian Wisdom, 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, Leadership-Barriers, Ethics in Leadership, Global scenario Vs Indian scenario, Leadership Development, Succession & Followership, Current issues in leadership.

Note: Latest Provisions to be taught.

Suggested Readings (All latest editions to be referred):

- Fritz, M. S., & Arthur, A. M. (2017). Moderator variables. Oxford Research Encyclopedias, Psychology.
- Han, Y. (2018). Is public service motivation changeable? Integrative modeling with goal-setting theory. International Journal of Public Administration, 41(3), 216-225.
- Openstax, Principles of Management (2019, May 31).
- Hur, Y. (2017). Testing Herzberg's two-factor theory of motivation in the public sector: Is it applicable to public managers? Public Organization Review, 6 February 2017, 1-15.

Evaluation Pattern: On the basis of MCQ exam followed by Viva Voce


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