

**MBA 5-years (Under CBCS) open elective papers
Semester 8th (w.e.f. Session 2016-17)**

EPIMS-1 : Leadership and Effective Management

Total Credits: 2; Maximum Marks: 50 (Internal: 15, External: 35); Time: 2 Hours

Note: The examiner is required to set eleven questions in all. The question number one will be compulsory, and would contain five parts of two marks each (one part from each unit of the syllabus). Further, two questions of five marks each are to be set from each unit of the syllabus. In all, the students are required to attempt six questions – one compulsory question and one question from each unit of the syllabus.

Course Objective: To facilitate an understanding of nature of leadership and the leadership skills.

Course Content:

- Unit-I : Leadership-meaning and nature; Management and leadership; leadership thoughts-the personality focus: 'great man' thesis, trait theory.
- Unit-II : Leadership thoughts-behavioural theories: University of Iowa studies, Ohio State studies, University of Michigan studies, Leadership grid, Scandinavian studies.
- Unit-III : Leadership thoughts-contingency theories: Fiedler's model, Hersey and Blanchard's situational theory, Leader-member exchange theory, Path-goal theory, Leader-participation model.
- Unit-IV : Leadership thoughts- Neocharismatic theories: Charismatic leadership, Transactional and Transformational leadership, Authentic leadership.
- Unit-V : Contemporary issues in Leadership- emotional intelligence and leadership, team leadership, moral leadership, cross-cultural leadership, trust and leadership.

Suggested Readings:

1. Ivancevich, J. M., Konopaske, R. and Matteson, M.T.: Organisational Behaviour and Management, 7thed, Tata McGraw-Hill Publishing Company Limited, New Delhi.
2. Koontz, H. and Weihrich, H.: Essentials of Management, 8th ed., Tata McGraw-Hill Education Private Limited, New Delhi.
3. Stoner, J.A.F., Freeman, R.E. and Gilbert, D. R.: Management, 6th ed., Pearson Education Inc.
4. Parikh, M. and Gupta, R.: Organisational Behaviour, 7thed, Tata McGraw-Hill Education Private Limited, New Delhi.
5. Robbins, S.P. :Organisational Behaviour 5th ed., Englewood Cliffs, Prentice Hall Inc., New Jersey, 1996.
6. Jo Owen : The leadership Skills Handbook, Kogan Page