

Course Code	MB 18HR12	Course Name	LEADERSHIP	Course Category		L	T	P	C
						2	0	2	3

Pre-requisite Courses	Co-requisite Courses	Progressive Courses
Course Offering Department	Data Book / Codes/Standards	

Course Learning Rationale (CLR):	The purpose of learning this course is to:	Learning	Program Learning Outcomes (PLO)
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CLR-1 :	Understand and apply the basic concepts to derive compensation strategy for the organization	1	2	3	1	2	3	4	5	6	7	8
CLR-2 :	Employ job evaluation techniques to assess the pay package for the employees	Level of Thinking (Bloom)	Expected Proficiency (%)	Expected Attainment (%)	Business Environment & Domain Knowledge (BEDK)	Critical Thinking, Business Analysis, Problem Solving and Innovative Solutions	Global Exposure and Cross-cultural understanding (GECCU)	Social Responsiveness and Ethics (SRE)	Effective Communication (EC)	Leadership and Team Work(LT)	PSO - 1	PSO - 2
CLR-3 :	Design the employee benefits based on the economic and social factors for an efficient access of benefits											
CLR-4 :	Equip the students with legal background of compensation management											
CLR-5 :	Design the special package for the expatriates and executive compensation											
Course Learning Outcomes (CLO):	At the end of this course, learners will be able to:											
CLO-1 :	Analyze various compensation plans and design efficient compensation strategy											
CLO-2 :	Assess the job roles and evaluate the custom package for the various hierarchy											
CLO-3 :	Examine the corporate factors for devising effective employee benefits scheme											
CLO-4 :	Appreciate the concepts of legal framework and make informed decisions for workers and employees											
CLO-5 :	Design and advise executive compensation plan and devise compensation package for expatriates											

Duration (hour)	12	12	12	12	12	
S-1	SLO-1	Strategic leadership vision & Mission	Factors influencing leadership behaviour	Leadership Skills: managing power,	Essentials of building and managing teams	Developing Leadership
	SLO-2	Transactional leaders, transformational leaders, charismatic leaders		Conflict Problem solving,	Team effectiveness	Global leadership and global career
S-2	SLO-1	Contemporary leadership styles	perception	Case Study	Case Study	Case Study
	SLO-2	Concepts learnt Contingency theory, cognitive resource theory, situational leadership theory, neutralizers, substitutes	Personality	Negotiation, & creativity	Building trust	IMD programmes
S-3	SLO-1	Case Study	Case Study	Strategy, planning and goal setting	Team development	Expatriate performance management
	SLO-2					
S-4	SLO-1	Theories of effective leadership,	learning styles	Leadership and Systems thinking	Ginnett's Team leadership Model	Repatriation
	SLO-2					
S-5	SLO-1	Case Study	Case Study	Case Study	Case Study	Case Study
	SLO-2					
S-6	SLO-1	Concepts learnt Leadership development objectives, leadership development techniques,	Emotional intelligence	Vision and value	Design and delivery of leadership and management	International leadership competencies
	SLO-2	Process of leadership development				Case Study
S-7	SLO-1	Organizational strategies	Organisation Conceptual Skills	Management of colleagues	Development Interventions	
	SLO-2					
S-8	SLO-1	Case Study	Case Study	Management of internal customers	Case Study	Developing leaders and managers for a diverse Work force
	SLO-2					
S-9	SLO-1	Contextual factors in leadership and management	cultural	Culture building, liaison with boss and top management	Evaluation of leadership	Developing ethical leaders and Managers
	SLO-2					
S-10	SLO-1	Case Study	Organizational and situational factors	Case Study	Case Study	Case Study
	SLO-2					
S-11	SLO-1	Historical development of leadership and management	Case Study	External customer relations and client Management	Management development	Developing leadership and managers with global Competence
	SLO-2					
S-12	SLO-1	The nature of leadership and management	Impact of emotional intelligence on leaders	Managing followers: Definetalent management, describe succession management, coaching, mentoring	Case Study	Summary and thoughts for the future
	SLO-2					

Learning Resources	<p>1. Richard Hughes, Robert C. Ginnett, Gordon J Curphy, Leadership: entrancing the lessons of Experience, McGraw Hill Publication, 6th Edition, 2011.</p> <p>1. Uday Kumar Haldar, Leadership and team building, Oxford, 2010</p> <p>2. T.V.Rao, Charu Sharma, 100 Managers in Action, McGraw Hill Publication,</p> <p>3. Bonnie T Yarbouch, Leading groups & Team, Cengage Learning, New Delhi</p>
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Learning Assessment													
	Bloom's Level of Thinking	Continuous Learning Assessment (50% weightage)										Final Examination (50% weightage)	
		CLA -1 (5marks)		CLA -2 (5marks)		CLA-3 (10marks)		CLA -4 (15marks)		CLA -5(15marks)		Marks -100 which will be weighted at 50%	
		Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice			Theory	Practice
Level 1	Remember												
	Understand												
Level 2	Apply												
	Analyze												
Level 3	Evaluate												
	Create												
	Total	100 %		100 %		100 %		100 %		100%		100 %	

CLA – 1-5: can be from any combination of these: Class Participation, Surprise Test, Cycle test, Model Examination, Mini-Projects etc.,

Course Designers		
Experts from Industry	Experts from Higher Technical Institutions	Internal Experts
		<i>Dr.K.Santhana Lakshmi</i>