

C P PATEL AND F H SHAH COMMERCE (AUTONOMOUS) COLLEGE, ANAND

(Managed by SARDAR PATEL EDUCATION TRUST, ANAND)

AFFILIATED TO SARDAR PATEL UNIVERSITY, V V NAGAR

An ISO 9001 2015 Certified / An ISO 14001-2015 Certified / An ISO 21001-2018 Certified
GUJARAT INSTITUTIONAL RATING FRAMEWORK (4 STAR)

AAA Reaccredited CGPA 3.56 – GRADE **A⁺** KCG-Dept of Edu. Govt. of Gujarat-April 2017

NAAC Reaccredited - CGPA 3.30 - GRADE **'A⁺'** UGC – MHRD, Govt. of India – June 2022
Syllabus as per NEP 2020 with effect from the Academic Year 2024-2025

Master of Commerce (MCOM) Semester-IV

Course Code	PG04ACOM03	Title of the Course	LEADERSHIP SKILLS–II
Total Credits of the Course	04	Hours per Week	04

Course Objectives	1. To empower and nurture the students with skills of leadership.
	2. Building strong relationships.
	3. Become aware of the various roles they are expected to perform as head.
	4. Create an interpersonal skills self-development plan.

Course Content		
Unit	Description	Weightage (%)
1.	Participative Leadership & Empowerment Nature of Participative Leadership <ul style="list-style-type: none">Varieties of ParticipationBenefits of participative leadershipObjectives of different participants Normative Decision ModelDecision acceptance and QualitySituational VariablesDecision Rules Guidelines for Participative leadership <ul style="list-style-type: none">Diagnosing decision situationEncouraging participationLimitation of Participative Decision Making Perceived Empowerment & Empowerment Programs	25 %
2.	Contingency Theories & Adaptive Leadership General Description of Contingency Theories <ul style="list-style-type: none">Types of variablesCasual effect of Situational variablesEarly Contingency TheoriesPath- Goal theory	25 %

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	<ul style="list-style-type: none">• Leadership substitute theory• Situational Leadership theory• The LPC Contingency Model• Cognitive Resource theory• Multiple-Linkage Model, Weaknesses in Contingency• Theories, Guidelines for Adaptive leadership	
3.	Strategic Leadership in Organizations <ul style="list-style-type: none">• Determinants of organizational performance• adaption to the environment• Efficiency and Process Reliability• Human Resources & Relations• Competitive strategy• Management programs, systems and structures How leader influence organizational performance, Situations affecting strategic leadership, Executive teams, Emerging conceptions of organizational leadership, Guidelines for strategic leadership	25%

Teaching-Learning Methodology	<ul style="list-style-type: none">• Direct Lecture• Power Point Presentations• Seminars• Students Presentations• Questions-Answers during lectures.
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written Examination	20%
2.	Internal Continuous Assessment in the form of Quizzes, Seminars, Assignments, Attendance	10%
3.	External Examination	70%

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Course Outcomes	
1.	Understand about participative leadership and empowerment.
2.	Understand about contingency theories and adaptive leadership.
3.	Understand about leadership strategies in organization.
4.	Understand about cross culture leadership and diversity

Suggested References	
Sr. No.	References
1	Gary Yukl & Nishant Uppal, Leadership in Organisations, Pearson (8th Edition), New Delhi (2013).
2	P. Guggenheima & M. Diana Szule, Understanding Leadership Competencies, Viva Books, New Delhi.

On-line resources to be used if available as reference material

On-line Resources

<http://egyankosh.ac.in/handle/123456789/1>
