

OPEN ELECTIVES (HRM)

PAPER 1: LEADERSHIP STYLES

No. Of Credits-4

Maximum Marks: 100

Objective: To bring awareness of leadership as a process and provide overview of leadership qualities and processes leading to their development

Module-1 Meaning Definition, Significance and essence, classification of leadership, positive & negative leaders

Module-2 Functions of a leaders, qualities of a leader. Difference between Leaders and Managers, Nature of Leadership, Importance of Leadership, formal and informal leadership, Leadership styles & their implication

Module-3 Patterns of leadership styles, Autocratic or Authoritarian, Leadership consultative participative democratic or Group centered leadership Laissez faire or free-rein, leadership, Bureaucratic or Rules-centered, leadership, manipulative leadership.

Module-4 Theories of Leadership Rensis Likert's system and fielder's contingency Theory, Managerial grid.

Module-5 Trait-oriented approaches situational Theory, Behavioral Theory, Functional approach, path-goal approach, great man theory of leadership, continuum of leadership behaviour.

References:

1. Bass, B. M., Leadership and performance beyond expectation, New York: Free Press, 1985.
2. Bennis, Warren, and Joan Goldsmith. *Learning to Lead: A Workbook on Becoming a Leader*. 3d ed. Cambridge, Mass.: Perseus, 2003.
3. Crosby, Philip B. *Running Things: The Art of Making Things Happen*. New York: McGraw-Hill, 1986.
4. Harrell, Keith. *The Attitude of Leadership: Taking the Lead and Keeping It*. Hoboken, N.J.: John Wiley & Sons, 2003.
5. Personnel Management -Subburao – Himalaya publishers.
6. Personnel Management-C.B. Memoria

