

## Bachelor of Vocation – Healthcare Management (Semester -7)

### Undergraduate Curriculum Framework 2022(UGCF)

#### DISCIPLINE SPECIFIC CORE COURSE –DSC- 19 : Leadership & Motivation in Healthcare

##### CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITES OF THE COURSE

Course Title & Code	Credits	Credit distribution of the course			Eligibility criteria	Pre-requisite of the course (if any)
		Lecture	Tutorial	Practical/ Practice		
DSC-19 Leadership & Motivation in Healthcare	4	3	1	0	NA	NA

### Learning Objectives

The course aims to create an understanding of the various leadership theories amongst the upcoming leaders in order to decide as to which style of leadership they should follow in numerous situations that they might encounter in their careers or personal lives.

### Learning outcomes

By the end of this course, students should be able to:

1. Understand the fundamental principles of leadership and motivation in the context of healthcare.
2. Analyze the impact of effective leadership on healthcare organizations and patient outcomes.
3. Evaluate different leadership styles and their applications in healthcare settings.
4. Identify strategies to motivate healthcare professionals and enhance team performance.
5. Develop skills for effective communication, conflict resolution, and decision-making in healthcare leadership roles.

### Syllabus

#### Unit 1(10 Hours)

**Introduction-** Meaning of Leadership, Definitions of leadership, Significance of leadership, Difference between leadership and management, Basic styles of leadership – autocratic, democratic, laissez faire (meaning, features, advantages, disadvantages and suitability), Rensis Likert styles of management, Tanenbaum and Schmidt Model.

## **Unit 2-(15 Hours)**

Theories of Leadership: Traditional Theories Great Man Theory, Trait Theory, Behavioral Theories- Ohio Studies, Michigan Studies, Managerial Grid, Contingency theories- Fiedler's Theory, Hersey and Blanchard Situational Model, Path Goal Theory, Transformational Leadership, Transactional Leadership, Charismatic Leadership, Servant Leadership, Ethical Leadership, Case studies on effective healthcare leaders.

## **Unit -3 (10 Hours)**

Theories of motivation and their relevance to healthcare professionals, Maslow's need hierarchy theory, theory x, theory y, McClelland's Theory of Motivation, Alderfer's ERG Theory, Herzberg Theory, Reinforcement theory, equity theory, Vroom's expectance theory.

## **Unit 4 (10 Hours)**

Ethical Leadership & Transformational Leadership in healthcare, developing leadership skills to drive positive transformations, Leadership challenges during crises and emergencies, Resilience and self-care for healthcare leaders, Implementing evidence-based practices for better patient outcome.

## **Essential/recommended readings**

1. Ajaikumar , B.S.(2021) Excellence Has No Borders: How a Doctorpreneur Created a World –Class Cancer Hospital Chain , Harper Collins India.
2. Trehan Naresh, (2018). The Heart Truth : Untold Stories of Leadership in Healthcare. Harper Collins India.
3. Shetty, D.P (2015) Affordable Excellence : The story of Narayana Health .Penguin Random House India.
4. Panda, R. (2020). Second Opinions : Stories of Hope , Resilience, and Leadership in Medicine .Penguin Random House India.

## **Suggestive readings**

1. Chalil ,J., Kapur,P., & Nalapati M.(2021). India Beyond The Pandemic: A Sustainable Path Towards Global Leadership. Springer.
2. Bhatia ,R. (2020). Managing Healthcare Services: Strategic Leadership for Transformational Change. Sage Publications
3. Jassal, S.(2022). Leadership in Healthcare :A Comprehensive Approach .Sage Publications.
4. Shah ,V. (2021) Innovative Leadership in Healthcare: Shaping Tomorrow's Healthcare .Springer.
5. Reddy , G.R.(2020) .Inspiring Healthcare Leadership : Motivation , Strategy and Excellence .Springer

**Note:** Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time