

# **Bachelor of Vocation - Retail Management & IT course (Semester-7)**

## **Undergraduate Curriculum Framework 2022(UGCF)**

### **DISCIPLINE SPECIFIC CORE COURSE – DSC-19: Leadership and motivation**

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

<b>Course title &amp; Code</b>	<b>Credits</b>	<b>Credit distribution of the course</b>			<b>Eligibility criteria</b>	<b>Pre-requisite of the course(if any)</b>
		<b>Lecture</b>	<b>Tutorial</b>	<b>Practical/Practice</b>		
DSC-19 Leadership and motivation	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	N/A	N/A

#### **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**

1. Describe the meaning of the term leadership and various theories of leadership
2. Interpret the various situations and decide the style of leadership based on the situation
3. Demonstrate qualities of a good leader
4. Analyze styles of several leaders
5. Summarize the theories of motivation and its application in real life

#### **SYLLABUS**

##### **Unit 1(10 hours)**

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 (10 hours)**

Theories of Leadership: Traditional Theories Great Man Theory, Trait Theory, Behavioural 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

##### **Unit 3 (10 hours)**

Theories of motivation: Maslow's need hierarchy theory, theory x, theory y, Mc Clelland's Theory of Motivation, Alderfer's ERG Theory, Herzberg Theory, Reinforcement theory, equity theory, Vroom's expectancy theory

#### **Unit 4 (10 hours)**

E- Leadership: Meaning, definition, need and significance especially pre covid, during covid and post covid, social media and leadership, use of whatsapp, emails, facebook, LinkedIn, twitter, Instagram, google meet, MS Teams, zoom for electronically connecting the team and the leaders, using collaborative tools like google drive (docs, forms etc.) online.

#### **Unit 5 (5 hours)**

Contemporary Leaders: Cases on contemporary leaders like Narendra Modi, Indra Nooyi, Ratan Tata, Narayan Murthy

#### **Essential/recommended readings**

1. Chhabra, T.N, (2021), Business organization and Management, Sun India Publications
2. Day, D. V. (2014), The Oxford Handbook of Leadership and Organizations. Oxford, New York: Oxford University Press.
3. Hughes, R. L., Ginnett, R., & Gordon, C. (2019), Leadership: Enhancing the lessons of experience (9th ed.). Mcgraw Hill Education
4. Gupta C.B, (2023), Business organization & management, Sun India Publication ,New Delhi

#### **Suggested Readings-**

1. Koontz, H., & Wehrich,H, (2012), Essentials of management : An international and leadership perspective, Paperback
2. Mittal, R. (2015). Leadership: Personal Effectiveness and Team Building. Uttar Pradesh: Vikas Publishing House Pvt. Ltd.
3. Northouse, P. (2018). Leadership: theory and practice. California: SAGE Publications Inc.
4. Prasad, L. M. (2021). Organizational Behavior. Sultan Chand and Sons.

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