



SWARNANDHRA COLLEGE OF ENGINEERING & TECHNOLOGY (AUTONOMOUS)

Accredited by National Board of Accreditation, AICTE, New Delhi, Accredited by
NAAC with "A" Grade - 3.32 CGPA, Recognized under 2(f) & 12(B) of UGC Act 1956
Approved by AICTE, New Delhi, Permanent Affiliation to JNTUK, Kakinada
Seetharampuram, W.G.D.T., Narsapur-534280, (Andhra Pradesh)

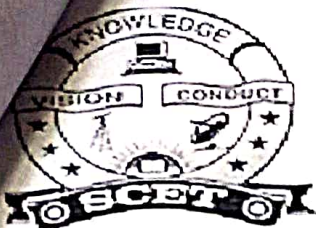
DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION TEACHING PLAN

Course Code	Course Title	Semester	Branches	Contact Periods /Week	Academic Year	Date of commencement of Semester
19MB3E13	LEADERSHIP AND CHANGE MANAGEMENT	III	MBA	5	2021-22	17/11/2021

COURSE OUTCOMES

1	Discuss the basic concepts and importance of leadership, Situational Leadership Behaviour, & Leadership Effectiveness (K2)
2	Describe the Leadership Motivation, Culture, Organizational Culture, Leadership Development (K2)
3	Understand the Leader Self management, Interpersonal Leadership Skills, Leadership and creativity. (K2).
4	Analyze the concepts of Change Management, change as transformation.(K4)
5	Analyze system investigation, Systems approach to change, total project management model &- Challenges to OD Practitioners (K4)

UNIT	Out Comes / Bloom's Level	Topics No.	Topics/Activity	Text Book / Reference	Cont act Hour	Delivery Method	
I	CO1: Discuss the basic concepts and importance of leadership, Situational Leadership Behaviour, & Leadership Effectiveness (K2)	Organisational Leadership					PPT, Chalk & Talk, Active Learning & Tutorial
		1.1	Introduction & Definition of Leadership	T1,R1	1		
		1.2	evaluation of leadership	T1,R1	1		
		1.3	factors of leadership	T1,R1	1		
		1.4	Situational Leadership Behaviour	T1,R1	1		
		1.5	Fiedler Contingency Model	T1,R1	1		
		1.6	Path Goal and Normative Models	T1,R1	1		
		1.7	Emerging Leadership Behaviour	T1,R1	1		
		1.8	Transformational, Transactional and Visionary Leadership	T1,R1	1		
		1.9	Leadership in Indian Organizations	T1,R1	1		
1.10	Leadership Effectiveness: 3-D Model	T1,R1	1				

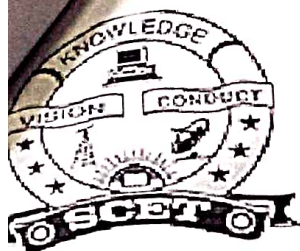


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		1.11	Driving Leadership Effectiveness	T1,R1	1		
		1.12	Leadership for Organisational Building	T1,R1	1		
Total					12		
II	CO2: Describe the Leadership Motivation, Culture, Organizational Culture, Leadership Development (K2)	Leadership Motivation, Culture					Chalk & Talk, PPT Tutorial, Active Learning & Case Study
		2.1	Introduction- Theories for Leadership	Motivation	T1,R2	1	
		2.2	Emerging Challenges in Motivating Employees.		T1,R2	1	
		2.3	Motivation, Satisfaction, Performance.		T1,R2	1	
		2.4	Organisational Meaning, Definitions	Culture:	T1,R2	1	
		2.5	Dimensions, Organizational Culture	Managing	T1,R2	1	
		2.6	Changing organisational	Cultural	T1,R2	1	
		2.7	Leadership Development		T1,R2	1	
		2.8	Significance – Learning	Continuous	T1,R2	1	
		2.9	Principles of learning to develop effective leadership		T1,R2	1	
		2.10	Vision and Goals for organization		T1,R2	1	
		2.11	significance of goals for leaders		T1,R2	1	
		2.12	Charting vision and goals of Indian leaders and abroad.		T1,R2	1	
		2.13	Case study			1	
Total					13		
III	CO3: Understand the Leader Self management, Interpersonal Leadership Skills, Leadership and creativity. (K2).	Strategic Leadership					Chalk & Talk, PPT, Tutorial
		3.1	Leader Self management		T2,T3,R3	1	
		3.2	significance - Developing self esteem and balancing emotions		T2,T3,R3	1	
		3.3	significance - Developing self esteem and balancing emotions				
		3.4	Interpersonal Leadership Skills		T2,T3,R3	1	
		3.5	Praise – Criticise – Communicate		T2,T3,R3	1	
		3.6	Leadership Assertiveness		T1,R3	1	
		3.7	Circle of influence and circle of concern		T2	1	
		3.8	Leadership with Edification		T2,T3,R3	1	

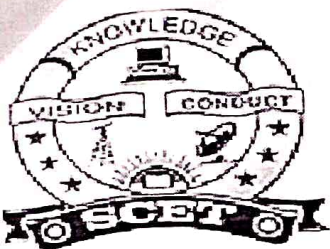


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		3.9	Tools of edification – Leadership and creativity.	T1	1	
		3.10	Developing creative thinking – Leadership and Team Building	T1	1	
		3.11	Principles of team building	T2,T3,R3	1	
		3.12	individual versus Group versus Teams	T2,R3	1	
		3.13	Leadership and Integrity	T2,R3	1	
		3.14	Developing character and values.	T2,T3,R3	1	
		3.15	Case Study		1	
				Total	15	
Basics of Change Management						
IV	CO4: Analyze the concepts of Change Management, change as transformation. (K4)	4.1	Meaning, nature and Types of Change	T2,T3,R3	1	Chalk & Talk, PPT Tutorial, Active Learning & Case Study
		4.2	change programmes	T1	1	
		4.3	change levers	T1	1	
		4.4	change as transformation	T2,T3,R3	1	
		4.5	change as turnaround	T2,	1	
		4.6	value based change.	T2,	1	
		4.7	Case study		1	
				Total	7	
Mapping change						
V	CO5: Analyze system investigation, Systems approach to change, total project management model &– Challenges to OD Practitioners (K4)	5.1	The role of diagramming in system investigation	T2,T3,R3	1	Chalk & Talk, PPT, Tutorial
		5.2	A review of basic flow diagramming techniques	T2,T3,R3	1	
		5.3	systems relationships, systems diagramming and mapping	T2,T3,R3	1	
		5.4	influence charts, multiple cause diagrams	T2,T3,R3	1	
		5.5	a multidisciplinary approach & Systems approach to change	T2,T3,R3	1	
		5.6	systems autonomy and behavior	T2,T3,R3	1	
		5.7	the intervention strategy model	T2	1	
		5.8	total project management model (TPMM)		1	
		5.9	Organization Development (OD): Meaning, Nature and scope	T2,T3,R3	1	



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		5.11	Person-focused and role-focused OD interventions	T2,T3,R3	1	
		5.12	Planning OD Strategy	T1	1	
		5.13	OD interventions in Indian Organizations	T2,T3,R3	1	
		5.14	Challenges to OD Practioners	T2	1	
		5.15	Case study	T2,T3,R3	1	
		5.16	Organization Behaviour	T2,T3,R3	1	
	Content beyond Syllabus (if needed)	5.17			1	
					Total	18
					Total	52
					Case Studies	8
CUMULATIVE PROPOSED PERIODS						60

Text Books:

S.No.	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION
T1	Robert A Paton: Change Management, Sage Publications, New Delhi, 2011. 3.Nilanjan Sengupta: Managng Changing Organisations, PHI Learning, New Delhi, 2009
T2	Change Management: The People Side of Change: Jeffrey M. Hiatt, Timothy J.Creasey-December 1, 2012
T3	Strategic Leadership: Integrating Strategy and Leadership in Colleges and Universities- Richard L. Morrill Praeger, 2007

Reference Books:

S.No.	Reference Books:
R1	Peter G. Northouse, Leadership, 2010, Sage. Publication.
R2	Richard L. Daft —Leadership Cengage Learning 2005
R3	Richard L Hughes, Robert C Ginnett, Gordon J Curphy —Leadership Tata Mc GrawHill Education Private Limited 2012.

Web Details

1	http://www.nptelvideos.in/2012/11/leadership.html
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		Name	Signature with Date
i.	Faculty	Ms. K. Harika	
ii.	Course Coordinator	Ms. OVAM sridevi	
iii.	Module Coordinator	Ms. M.Prasanthi	
iv.	Programme Coordinator	Dr. G. Grace	

Principal