

GANPAT UNIVERSITY											
FACULTY OF MANAGEMENT STUDIES											
Programme		MBA		Branch/Spec.		Innovation, Entrepreneurship & Venture Development					
Semester		I				Version		1.0.0.0			
Effective from Academic Year				2026-27		Effective for the batch Admitted in			July 2026		
Subject code		ICC502LPM		Subject Name		LEADERSHIP & PEOPLE MANAGEMENT					
Teaching scheme						Examination scheme (Marks)					
(Per week)		Lecture(DT)		Practical(Lab.)		Total		CE		SEE	Total
		L	TU	P	TW						
Credit		3	0	0	0	3	Theory	50	50	100	
Hours		3	0	0	0	3	Practical				
Pre-requisites:											
Objective: The objective of this Course is to prepare the student to effectively lead and manage people and organizations and gain knowledge of human resource management principles, concepts, processes, policies and practices in preparing for responsible positions in business organizations.											
Course Outcome: After learning this Course, students will be able to;											
CO-1: Understand the history of leadership and current leadership theories. In addition, students will understand how leadership models are put into practice personally, locally, and globally											
CO-2 Examine organizational behavior and human resource management as distinct but related fields of study, and explain the importance of each in the effective management of people and organizations.											
CO-3: Analyze individual, interpersonal, and team level factors that affect human behavior at work.											
CO-4 : Analyze factors at the organizational level of analysis that affect individual and organizational performance.											
CO-5: To help the students understand the significance of Corporate ethics and values and the importance of practicing ethics and be socially responsible											
Theory syllabus											
Unit	Content										Hrs
1	Individual as a Leader: Who is a Leader; Traits; Leadership Motivation & behavioral Theories Contingency Theories in leadership Team Leadership: Coaching, Communication and Conflict Skills; Followership and Leader-Member Exchange; Self Managed Teams and Team Leadership										5
2	Leadership in Organizations: Transformational and Charismatic Leadership, Diversity and culture, Change Management and Strategic Leadership, Leadership in Learning Organization and Crisis Leadership										10
3	People Management: Managing Individuals: Individual Behavior: Attitude and job satisfaction, Views of human nature. Freud. Adler. Person centred. Gestalt. Behaviourists Cognitive behaviourist, Emotion and moods, Emotional intelligence: Personality and values, Decision making, Management and motivation Managing Groups: Foundations of group behavior Group dynamics and chemistry. Problem group members, Foundations of group behavior, group psychology. Teamwork										15
4	Human Resource Management: HR policies and procedures: Laws & regulations Internal procedures, HR policies and procedures – Appraisal and feedback Goal setting Career planning, interviewing, networking.										10

5	Organizational Structure: Foundations of organizational structure; Organizational culture. Corporate Ethics and Values: Introduction, Importance Of Ethics In Business , Arguments For And Against Business Ethics ,Role Of CEO, Impact On Business Culture	5
Reference Books		
1	Robbins, Judge, Essentials of Organizational Behavior, 15th Edition, Pearson, 2013	
2	Corey, Theory and Practice of Counseling and Psychotherapy, 6th Edition, Thomson, 2001	
3	Robins, DeCenzo, Fundamentals of Management, 5th Edition, Prentice Hall, 2005	
4	Stralser, Holt, MBA in a Day: What You Would Learn at Top-Tier Business Schools, Wiley, 2004	
5	A. Chandramohan, Leadership and management, Himalaya, Latest Edition	
6	Achua,Lussier, Effective leadership, CENGAGE, Latest Edition	
7	Business Ethics And Values, S.Sankaran, Margham Publications	
8	Business Ethics And Values, D.Senthil Kumar & A. Senthil Rajan, Himalaya Publishing House	
9	Gittell, The Southwest Airlines Way: Using the Power of Relationships to Achieve High Performance, McGraw-Hill, 2003	
10	Hill, Think and Grow Rich, St. Martin's Press, 2001.	
11	Fombrun and Nevins, The Advice Business: Essential Tools and Models for Management Consulting, Pearson Prentice Hall, 2004	
12	Shell, Bargaining for Advantage, Penguin, 2000	
13	Cummings, Worley, Organization Development and Change, 8th Edition, South-Western, 2005	
14	Freud, Group Psychology and the Analysis of the Ego, Norton, 1974	
15	Jones, Bray, Steffy, Applying Psychology in Business, Macmillan, 1990	
16	Yalom, The Theory and Practice of Group Psychotherapy, Basic Books, 2005	
17	Weiss, Many Lives, Many Masters, Simon & Schuster, 1988	
Websites		
1	<a href="http://jom.sagepub.com/">http://jom.sagepub.com/</a> for the Journal of Management	
2	<a href="http://www.jstor.org/journals/08943796">http://www.jstor.org/journals/08943796</a>	
3	html for the Journal of Organizational Behavior	
4	<a href="http://www.obts.org">http://www.obts.org</a> for the Organizational Behavior Teaching Society	
5	<a href="http://en.wikipedia.org/wiki/Emotional_intelligence">http://en.wikipedia.org/wiki/Emotional_intelligence</a>	