

Course Type	Course Code	Name of Course	L	T	P	Credit
DC	EMSC501	Leadership Skills	3	0	0	3

### Course Objective

To equip students with foundational knowledge and practical skills in leadership, focusing on effective communication, conflict resolution, and team motivation. The course aims to prepare students to lead with emotional intelligence and foster a positive, result-oriented organizational culture.

### Learning Outcomes

Students will understand key leadership theories and organizational behavior concepts, enabling them to influence team dynamics, drive employee motivation, and foster a productive organizational culture. They will also be able to analyze and manage individual and group behaviors to improve overall organizational effectiveness.

Unit No.	Topics to be Covered	Lecture Hours	Learning Outcome
1.	People's skills and leadership for competitive advantage.	5	Students will develop effective people skills and leadership strategies to drive team performance, foster collaboration, and gain a competitive advantage in organizational settings
2.	Leadership- theories, concepts and practice; Importance of Emotional Intelligence in Leaders	8	Students will gain an understanding of key leadership theories and concepts, and learn how to apply them in practice, while recognizing the importance of emotional intelligence.
3.	Personality, individual differences and leadership, role of nature and nurture in shaping personality	6	Students will explore the impact of personality and individual differences on leadership styles, and understand the role of both nature and nurture in shaping leadership characteristics and behavior.
4.	Foundations of Individual Behavior and Leadership - Learning, Perception, Values, Attitudes, Job Satisfaction, Motivation: Contributions of Maslow, Herzberg and Vroom; Stress and behavior.	6	Students will gain an understanding of the foundations of individual behavior and leadership, including the impact of learning, perception, values, attitudes, job satisfaction, and motivation.
5.	Group Dynamics and Team Leadership in Organizations.	6	Students will understand the dynamics of group behavior and the role of leadership in fostering effective teamwork, communication, and collaboration to enhance organizational performance.
6.	Leadership in Conflict Resolution and Negotiation; Behaviour modification at the workplace; Role of Leaders in fostering effective Organizational culture.	6	Students will learn leadership strategies for conflict resolution and negotiation, understand behavior modification techniques in the workplace, and explore how leaders can foster and sustain an effective organizational culture to drive success
7.	Case Studies	5	The student will be provided with real life cases of organizations.
<b>Total</b>		<b>42</b>	

### Text Books:

1. *Organizational Behaviour* by Stephen P Robbins, 16<sup>th</sup> Edition, Pearson
2. *Organizational Behaviour* by Fred Luthans, 12<sup>th</sup> Edition, McGraw Hill

### Reference Books:

1. Dunnette: Handbook of Industrial Organizational Psychology