



**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. DT., 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
19BMX004	LEADERSHIP & CHANGE MANAGEMENT	III	MBA	5	2023-24	/10/2024

**COURSE OUTCOMES**

1	Explains the components and evaluation of leadership, factors of leadership, Situational Leadership Behaviour.(K2)
2	Identify the need for Leadership Motivation Emerging Challenges in Motivating Employees.(K3)
3	To determine the importance Leader Self management along with Developing creative thinking in the organisation.(K1)
4	Describe and generalize about Basics of Change Management, Meaning, nature and Types of Change and ways for change programmes.(K2)
5	Determine the role of diagramming in system investigation.(K4)

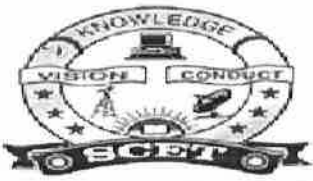
Week No.	Out Comes	Topics/Activity	Book reference	Con. Hr	Remark	
1	CO1: Explains the components and evaluation of leadership, factors of leadership, Situational Leadership Behaviour.(K2)	<b>1. INTRODUCTION</b>			10	
		1.0	Organisational Leadership: Definition, Components	T1,T2		
		1.1	evaluation of leadership	T1,T2		
		1.2	factors of leadership	T1,T2		
		1.3	Situational Leadership Behaviour: Meaning	T1,T2		
		1.4	Fiedler Contingency Model	T1,T2		
		1.5	Path Goal and Normative Models	T1,T2		
		1.6	Emerging Leadership Behaviour	T1,T2		
		1.7	Transformational, Transactional	T1,T2		
		1.8	Visionary Leadership	T1,T2		
		1.9	Leadership for the new Millennium Organisations	T1,T2		
		1.10	Leadership in Indian Organisations	T1,T2		
1.11	Leadership Effectiveness: Meaning,	T1,T2				



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			Reddins' 3-D Model, Hersey and Blanchard Situational Model	T1,T2			
			Driving Leadership Effectiveness, Leadership for Organisational Building.	T1,T2			
		1.12	Case study				
		<b>2. LEADERSHIP MOTIVATION</b>					
2	CO2: Identify the need for Leadership Motivation Emerging Challenges in Motivating Employees.(K3)	2.1	Leadership Motivation, Culture: Motivation Theories for Leadership	T2,T3	10		
		2.2	Emerging Challenges in Motivating Employees	T2,T3			
		2.3	Motivation, Satisfaction, Performance. Organisational Culture: Meaning, Significance, Definitions, Dimensions	T2,T3			
		2.4	Managing Organisational Culture	T2,T3			
		2.5	Changing organisational Cultural. Leadership Development	T2,T3			
		2.6	Leadership development: Significance	T2,T3			
		2.7	Continuous Learning: Principles of learning to develop effective leadership	T2,T3			
		2.8	Vision and Goals for organisation	T2,T3			
		2.9	significance of goals for leaders – Charting vision and goals of Indian leaders and abroad.	T2,T3			
		2.10	Case study				
		<b>3. STRATEGIC LEADERSHIP</b>					
3	CO3: To determine the importance Leader Self management along with Developing creative thinking in the organisation.	3.1	Strategic Leadership: Leader Self management	T1,T3	10		
		3.2	significance - Developing self esteem	T1,T3			
		3.3	balancing emotions – Interpersonal Leadership Skills	T1,T3			
		3.4	Praise – Criticise – Communicate	T1,T3			
		3.5	Leadership Assertiveness: Circle of influence and circle of concern	T1,T3			
		3.6	Leadership with Edification: Tools of edification	T1,T3			
		3.7	Leadership and creativity: Developing creative thinking	T1,T3			
		3.8	Leadership and Team Building:	T1,T3			



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			Principles of team building			
		3.9	individual versus Group versus Teams	T1,T3		
		3.10	Leadership and Integrity: Developing character and values.	T1,T3		
		3.11	Case study			
		<b>4. CHANGE MANAGEMENT</b>				
4	CO4: Describe and generalize about Basics of Change Management, Meaning, nature and Types of Change and ways for change programmes.	4.1	Basics of Change Management	T1,T2	10	
		4.2	Meaning, nature	T1,T2		
		4.3	Types of Change	T1,T2		
		4.4	change programmes	T1,T2		
		4.5	change levers	T1,T2		
		4.6	change as transformation	T1,T2		
		4.7	change as turnaround	T1,T2		
		4.8	value based change	T1,T2		
		4.9	Case study			
		<b>5. MAPPING CHANGE</b>				
5	CO5: Determine the role of diagramming in system investigation.(K4)	5.1	Mapping change: The role of diagramming in system investigation	T1,T2	10	
		5.2	A review of basic flow diagramming techniques	T1,T2		
		5.3	systems relationships – systems diagramming and mapping	T1,T2		
		5.4	Influence charts, multiple cause diagrams- a multidisciplinary approach	T1,T2		
		5.5	Systems approach to change: systems autonomy and behavior – the intervention strategy model – total project management model (TPMM)	T1,T2		
		5.6	Organization Development (OD): Meaning, Nature and scope of OD - Dynamics of planned change – Person-focused and role	T1,T2		
		5.7	focused OD interventions –Planning OD Strategy – OD interventions in Indian Organizations – Challenges to OD Practitioners	T1,T2		
		5.8	Case study			
<b>Total</b>				<b>10</b>		
<b>Revision</b>				<b>10</b>		
<b>CUMULATIVE PROPOSED PERIODS</b>				<b>60</b>		



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## Text Books

S.No.	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION
T1	Peter G. Northouse, Leadership, 2010, Sage. Publication.
T2	Uday Kumar Halder —Leadership and Team Building  Oxford Higher Education 2010.
T3	Richard L Hughes, Robert C Ginnett, Gordon J Curphy —Leadrrship  Tata Mc Graw Hill ducation Private Limited 2012.

## Reference Books:

S.No.	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION
R1	Pandey G.N. Environmental Management, Vikas Publishing House.
R2	Sundaram & Black, International Business Environment – The Text and Cases, Prentice Hall of India.
R3	Ghosh PK., Busines Environment, Sultan Chand & Sons, New Delhi

## Web Details

1	<a href="https://ncert.nic.in/textbook/pdf/lebs103.pdf">https://ncert.nic.in/textbook/pdf/lebs103.pdf</a>
2	<a href="https://onlinecourses.swyam2.ac.in/imb22_mg02/preview">https://onlinecourses.swyam2.ac.in/imb22_mg02/preview</a>

	Name	Signature with Date
i.	Faculty	D. Haleena
ii.	Course Coordinator	D. Haleena
iii.	Module Coordinator	Dr.O.V.A.M.Sridevi
iv.	Programme Coordinator	Dr.G.Grace

Principal