



GUJARAT TECHNOLOGICAL UNIVERSITY
Syllabus for Master of Business Administration (Part time), 4th Semester
Specialization: Human Resource Management (HRM)
Subject Name: Group Dynamics and Leadership
Subject Code: 5549906

1. Learning Outcome:

Learning Outcome Component	Learning Outcome
Business Environment and Domain Knowledge (BEDK)	Differentiate different business settings and situations and suggest appropriate leadership styles.
Critical thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI)	Analyze causes and implications of Group Dynamics within organizations and adopting contemporary leadership styles for amicable solutions.
Global Exposure and Cross-Cultural Understanding (GECCU)	Analyze historical data on success & failure of leadership, its context from domestic & global considerations to be able to adopt appropriate leadership styles.
Social Responsiveness and Ethics (SRE)	Appropriate the responsible role of leadership and its impact on both business and society.
Effective Communication (EC)	Develop characteristics of transformational leaders through practice and literature study and exhibit the same in situations of change.
Leadership and Teamwork (LT)	Develop abilities to lead teams through efficient leadership.

LO – PO Mapping: Correlation Levels:

1 = Slight (Low); 2 = Moderate (Medium); 3 = Substantial (High), “-“= no correlation

Sub. Code: 5549906	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9
LO1 Differentiate different business settings and situations and suggest appropriate leadership styles.	3	3	3	2	1	3	2	1	3
LO2 Analyze causes and implications of Group Dynamics within organizations and adopting contemporary leadership styles for amicable solutions.	3	3	3	3	1	3	2	0	3
LO3 Analyze historical data on success & failure of leadership, its context from domestic & global considerations to be able to adopt appropriate leadership styles.	3	3	1	0	3	2	2	0	2
LO4 Appropriate the responsible role of leadership and its impact on both business and society.	3	2	1	3	1	3	3	0	2
LO5 Develop characteristics of transformational leaders through practice and literature	3	3	2	3	0	3	0	0	0



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study and exhibit the same in situations of change.									
LO6 Develop abilities to lead teams through efficient leadership.	3	3	3	3	3	3	3	3	3

2. Course Duration: The course duration is of 40 sessions of 60 minutes each.

3. Course Contents:

Module No:	Module Content	No. of Sessions	70 Marks (External Evaluation)
I	<ul style="list-style-type: none"> • Groups and Teams • Characteristics of Group and Team. • Types and function of groups & teams. • Factors contributing to the effectiveness of groups & teams. • Role of groups in team in organizational development. 	10	17
II	<ul style="list-style-type: none"> • Intergroup & Intragroup behaviour : their strategic dimensions • Synergies, cohesiveness, consensus for strategic decision making. • Social loafing, conflicts, competition, deviant behaviour, indifference impediment to strategic decision making. • Achieving group compatibility through theories & models of interpersonal behaviour: Stroking, Transactional Analysis, Life Positions, Zohari Window, Smoothing FIRO-B Model. 	10	18
III	<ul style="list-style-type: none"> • Leader as a Person and as a Strategic driver towards business excellence • Definition and Characteristics of a Leader: Politics, Power, Negotiation and Networking. • Application of motivational, behaviour and situational theories in managing teams. • Types of business situations warranting team leadership: Project situation, Crisis Situation, Competitive situation, Growth situation & learning organization. 	10	18
IV	<ul style="list-style-type: none"> • Transformational Leadership for change & development : • Change management & strategic leadership. • Charismatic leadership, visionary leadership, servant leadership. • Leading global organization dealing with diversity culture & legal framework: Case-study approach. 	10	17
V	<p>Practical:</p> <p>1. Assignment should be given to study auto biography of great International and national Business Leaders like; Bill Gates,</p>		30 (marks CEC)



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	Steve Jobs, Ratan Tata, Godrej, Birla, Karshan Bhai Patel, Dhirubhai Ambani, Narayan Murthi, Aziz Premji, etc. 2. Case studies may be given to understand and analyze leadership dilemmatic situation 3. Making students understand Group Dynamics by assigning group & team building exercises		
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4. Pedagogy:

- ICT enabled Classroom teaching
- Case study
- Practical / live assignment
- Interactive class room discussions

5. Evaluation:

Students shall be evaluated on the following components:

A	Internal Evaluation	(Internal Assessment- 50 Marks)
	Continuous Evaluation Component	30 marks
	Class Presence & Participation	10 marks
	Quiz	10 marks
B	Mid-Semester examination	(Internal Assessment-30 Marks)
C	End –Semester Examination	(External Assessment-70 Marks)

5. Reference Books:

No.	Author	Name of the Book	Publisher	Year of Publication / Edition
1	Achua	Effective Leadership	CENGAGE	Latest
2	A. Chandramohan	Leadership and Management Himalaya Latest Edition	Himalaya	Latest Edition
3	Gary Yukl	Leadership in Organisation	Pearson	Latest
4	Peter G. Northouse	Introduction to Leadership, Concepts & practices	SAGE	Latest Edition
5	Bhargava & Bhargava	Team Building & Leadership	Himalaya	Latest Edition
6	Dr. D.K.Tripathi	Team Building & Leadership	Himalaya	Latest
	Kevin Dalton	Leadership & Management Development; Developing Tomorrow's Manager	Pearson	Latest Edition
7.	Micheal G. Rumsey	The Oxford Handbook of Leadership	Oxford University Press	Latest Edition
8.	Afsaneh Nahavandi	The Art & Science of Leadership	Prentice Hall	Latest Edition



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Note: Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

7. List of Journals/Periodicals/Magazines/Newspapers / Web resources, etc.

1. Harvard Business Review
2. Vikalpa – A Journal for Decision Makers
3. Journal of Leadership Studies, Willey Online
Library;<https://onlinelibrary.wiley.com/journal/1935262x>.
4. Journal of Leadership and Organizational Studies , Sage
Journal;<http://journals.sagepub.com/home/jlo>
5. The leadership Quarterly;An International Journal Of Political, Social And
behavioural Science, ISSN: 1048-9843, [https://www.journals.elsevier.com/the-](https://www.journals.elsevier.com/the-leadership-quarterly)
leadership-quarterly Business Standard/Economic Times/Financial Times/ Financial
Express/