



SRM INSTITUTE OF SCIENCE AND TECHNOLOGY

RAMAPURAM, CHENNAI – 89

COLLEGE OF MANAGEMENT

MASTERS IN BUSINESS ADMINISTRATION

Vision

To be a Globally Renowned B-School that imparts enterprising knowledge & skills that best serves the stakeholders and mankind.

Mission

Mission statement - 1	Promote Excellence in Business Education and Skill Development
Mission statement - 2	Nurture Entrepreneurship, Human Values, Social Responsibilities and Global Citizenship
Mission statement - 3	Enrich the Creativity, Research and Innovation in all Activities
Mission statement - 4	Collaborate to foster Personal and Institutional Leadership Effectiveness

Programme Educational Objectives (PEO)

PEO - 1	Graduates will be business leaders and managers with leadership and problem-solving skills for global business.
PEO - 2	Graduates will drive entrepreneurship initiatives either on their own or within other organizations where they are employed.
PEO - 3	Graduates will have innovation skills and drive the businesses through multifaceted skills.
PEO - 4	Graduates will provide advancement of conceptual and practical knowledge in the field of business management to contribute to nation building while upholding ethical practices.

Mapping Mission of the department to the Programme Educational Objectives

	Mission Statement - 1	Mission Statement - 2	Mission Statement - 3	Mission Statement - 4
PEO - 1	H	M	H	H
PEO - 2	M	H	H	L

PEO - 3	H	M	M	M
PEO - 4	H	L	M	M

H – High Correlation, M – Medium Correlation, L – Low Correlation

Programme Learning Outcomes (PLO)

PLO - 1	Apply knowledge of management theories and practices to solve business problems.
PLO - 2	Foster Analytical and critical thinking abilities for data-based decision making.
PLO - 3	Ability to develop Value based Leadership ability.
PLO - 4	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.
PLO - 5	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

Mapping of Programme Educational Objectives to Programme Learning outcomes & PSO

	PLO -1	PLO - 2	PLO - 3	PLO- 4	PLO - 5
	Graduate Attributes				
PEO - 1	H	H	H	M	H
PEO - 2	L	L	L	L	M
PEO - 3	H	H	H	M	L
PEO - 4	H	M	L	H	H

H – High Correlation, M – Medium Correlation, L – Low Correlation

Course code	MB20HR07	Course name	Leadership and Team Dynamics	Course category	E	Functional Elective	L	T	P	C	
							3	0	2	4	
Pre-requisites courses		Nil		Co - Requisites courses		NIL		Progressive courses		NIL	
Course offering Department			MBA		Data book / codes / standards					Nil	

Course learning Rationale (CLR)	The purpose of learning of this course to	Learning			Program Learning outcomes (PLO)						
		1	2	3	PLO -1	PLO -2	PLO -3	PLO -4	PLO -5	PSO -1	PSO -2
CLR -1	Understand the leadership theories, traits, attitudes, ethics and types.										
CLR -2	Understand the various leadership skills like managing Power, Conflict, Problem Solving, Negotiation, Creativity, Strategy, Planning, Goal Setting, Values, Culture Building, self-awareness and self-discipline	Blooms level (1-6)	Expected Proficiency (%)	Expected attainment (%)	Apply knowledge of management theories and practices to solve business problems	Foster Analytical and critical thinking abilities for data-based decision making	Ability to develop Value based Leadership ability	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.		
CLR -3	Outline the importance of Global Leadership and Global Career in Global competence										
CLR -4	Define them the principles of group dynamics, Team composition, performance, motivation, decision-making, formation and development										
CLR -5	Demonstrate the experiential learning methodologies										
Course Learning outcomes (CLO)	At the end of the course, learners will be able										
CLO – 1	Change in leadership traits, attitudes and ethics	6	75	80	H	L	L	M	M		
CLO – 1	Develop the various leadership skills like managing Power, Conflict, Problem Solving, Negotiation, Creativity, Strategy, Planning, Goal Setting, Values, Culture Building, self-awareness and self-discipline.	6	75	80	H	H	L	L	M		
CLO – 1	Develop as a Global leader by offering job to youths with global competence	6	75	80	H	H	L	L	H		
CLO – 1	Experiment with the principles of group dynamics, Team composition, performance, motivation, decision-making, formation and development	3	80	80	H	H	H	L	L		
CLO – 1	Evaluate the experiential learning methodologies	5	75	80	M	H	L	H	L		

Duration (Hour)		Learning Module / Unit 1	Learning Module / Unit 2	Learning Module / Unit 3	Learning Module / Unit 4	Learning Module / Unit 5
		8	8	8	8	8
S -1	SLO -1	Define Leadership- Roles of a leader	Skills - Leadership skills	Global Leadership- Definition-Meaning-Global Career	Team Dynamics meaning- Importance-Characteristics	Experiential Learning Methodologies-T Group experience -based learning
	SLO- 2	Principles - Characteristics of leadership	Power- conflict- Managing power and conflict	Challenges faced by Global Leaders- Skills -Tips for Global Leader	Impact of Team Dynamics	Goals and outcome of T-Group experience-based learning
S -2	SLO -1	Functions of Leadership- Qualities of a good leader	Five approaches to conflict management	Contemporary Issues/Challenges of leadership and Management Development	Advantages-Disadvantages of Group Dynamics	Importance of sensitive training-Key objective of sensitive training
	SLO- 2	Importance of Leadership- Techniques of Effective leadership	Sources of power - Problem solving	Respond (Overcome) to Leadership Challenges and Management Development	Team Composition- Importance of Team Composition	Phases in a sensitive training programme
S -3	SLO -1	Leadership theory paradigms	Identifying Problems or Opportunities for Improvement	Developing Ethical Leaders and Managers- Traits/characteristics/ principles of Ethical Leader	Team formation and development	Elements of Sensitive Programme- Implementation of sensitive programme
	SLO- 2	Analysis of leadership theory	Negotiation- process of negotiate	Developing your ethical leadership skills- Importance-Developing Ethical Leaders	Stages of Team formation and Development	Advantages and Disadvantages of sensitive programme
S -4	SLO -1	Traits- Leadership Traits	Improving Creativity-Strategy	Developing Leaders at Global Competence	Meaning -Definition of Team Performance	Encounter group therapy
	SLO- 2	Ethics- Leadership Ethics	Planning and goal setting	Developing Managers at Global Competence	Meaning-Definition- Motivation- Importance of motivation	Appreciative Inquiry-Steps in AI
S -5	SLO -1	Personality traits and leadership	Leadership and systems thinking	Evaluation of leadership development efforts	Effective Team Performance and motivation	Advantages and Challenges of Appreciative Inquiry
	SLO- 2	Attitude -Leadership Attitudes	Core Values of leadership – Power of values	Methods of Evaluation	Define Decision-making- Effective Decision-making process	Principles of Successful learning -Resources needed
S -6	SLO -1	Ethical leadership	Role- principles of Culture building	Developing Leaders in a Global Competence	Advantages and Disadvantages of Decision-making process	Implementation -Group size- cost of Appreciative Inquiry
	SLO- 2	Impact of Ethical leadership	Steps in culture building	Developing Managers in a Global Competence	Pitfalls in team dynamics	Johari Window-Model of Johari Window

S -7	SLO -1	Historical development of leadership and management	Leadership development through self-awareness and self- discipline	Case Leadership Challenge 1. Should Chris have informed Mary about the internal applicants before offering Mary the job?	Define Employee Morale-Tips for your workplace-	Conflict resolution- Conflict resolution techniques
	SLO- 2	The nature of leadership and management	Succession- Coaching-styles of coaching	2. Was meeting with each employee as part of Mary's orientation a good idea?	Importance of Employee Morale	Competitive Team Building- Collaborative Team Building
S -8	SLO -1	Styles/ types of leadership	Mentoring- reasons for mentoring- leadership development through mentoring	Case Pandemic Outbreak 1. which leadership style is more suitable during Covid-19 situation?	Factors affecting employee morale	Benefits of Competitive and Collaborative Team Building- Competitive Vs Collaborative Team Building
	SLO- 2	Advantages and Disadvantages of leadership styles	Ginnetts effective team leadership model	2. Leadership style to corporate sector after pandemic?	Effective ways to boost employee morale	Developing Team Collaboration

Learning Resources	<ol style="list-style-type: none"> 1. Richard Hughes, Robert C. Ginnett, Gordon J Curphy, Leadership: enhancing the lessons of Experience, McGraw –Hill Publication, 6th Edition, 2011. 2. Jan Carmichael, et.al. Leadership and Management Development, Oxford Publications, 2011. 3. Uday Kumar Haldar, Leadership and Team Building, Oxford Publications, 2011 4. Group Dynamics for Teams 3rd Edition by Daniel J. Levi (Author) 5. Team Roles at Work Paperback – 26 Jan 2010 by R Meredith Belbin (Author) 6. The Five Dysfunctions of a Team Hardcover – 9 Jan 2006 by Patrick Lencioni (Author)
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Learning Assessment													
Blooms level		Continuous learning Assessment (50% weightage)										Final Examination (Marks 100 which will be weight 50%)	
		CLA - 1 (5 %)		CLA - 2 (10 %)		CLA - 3 (15 %)		CLA - 4 (15 %)		CLA - 5 (5 %)		Theory	Practice
		Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice		
1	Remember												
2	Understand	15%	15%										
3	Apply	20%	20%	10%		10%	10%	10%	10%	25%	25%	10%	10%
4	Analyse	15%	15%		10%	10%	10%	10%	10%	25%	25%	10%	10%
5	Evaluate			20%	20%	10%	10%	10%	10%			10%	10%
6	Create			20%	20%	15%	15%	20%	20%			20%	20%
Total		100%		100%		100%		100%		100%		100%	

#CLA – 3 : Mini project / Seminar (5), Assignments (5) , MCQ assessment (5) / MOOC certification or NPTEL# CLA – 4: Active participation in class / seminar presentation

Course Co-Ordinator	HOD - MBA
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