



BBA (HONS') (Hospitality Management)
(3 Years) (Hospitality Management) Semester (IV)
(Under Choice Based Credit System Based on UGC Guidelines)

Course Code	UM04SBBH51	Title of the Course	Leadership Skills Development
Total Credits of the Course	3	Hours per Week	3
Course Objectives:	To be acquainted with the glimpses of Skills required in a Leader in the hospitality industries.		

Course Content		
Unit	Description	Weightage* (%)
1.	Basic Approaches to Leadership <ul style="list-style-type: none"> • What is Leadership? • Leadership Differs from Management • The Role & Activities of Leadership Activities of Successful and Effective Leaders: The Real Managers Study ⇒ What do Managers do? ⇒ What do Successful Managers do? ⇒ What do Effective Managers do? Functions of Leadership Leadership Style 1. Autocratic or Authoritative Style 2. Democratic or Participative Style 3. Laissez Faire or Free – Rein Style ⇒ What makes Leadership Effective?	25%
2.	Leadership Theories (A) Traditional Theories (A Brief Overview) 1. Trait Theory 2. Behavioral Theories 3. Fiedler's Contingency Model 4. Path – Goal Leadership Theory 5. The Managerial Grid (B) Modern Theories 1. Charismatic Leadership 2. Transactional and Transformational Leadership 3. Substitutes for Leadership	25%
3.	Power and Politics <ul style="list-style-type: none"> • Meaning Power • Distinction between Power & Authority • Bases or Sources of Power • Acquisition of Power • Symbols of Power and Powerlessness 	25%





	<ul style="list-style-type: none">• Organizational Politics• Reasons for Organizational Politics• Managing Organizational Politics	
4.	Developing Leadership Skills <ul style="list-style-type: none">• What Skills do Leaders Need?• Leadership Training Programs• Designing Effective Training• Special Techniques of Leadership Training: Behavior Role Model, Case Discussion and Business Games & Simulation.	25%

Teaching-Learning Methodology	Theory lecture
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written / Practical Examination (As per CBCS R.6.8.3)	15%
2.	Internal Continuous Assessment in the form of Practical, Viva-voce, Quizzes, Seminars, Assignments, Attendance (As per CBCS R.6.8.3)	15%
3.	University Examination	70%

Course Outcomes: Having completed this course, the learner will be able	
1.	to learn about leadership skills.
2.	to learn how to develop skills with training.
3.	to know about power and politics about organisation





Suggested References:

Sr. No.	References
1.	Organizational Behaviour: S. S. Khanka.S.Chand
2.	Organizational Behaviour: Fred Luthans, Mc Graow-Hill International Edition (Twelfth Edition)
3.	Leadership in Organizations: Gray Yukl, Pearson Education (Sixth Edition)

On-line resources to be used if available as reference material

On-line Resources

<https://searchcio.techtarget.com/definition/leadership-skills?amp=1>

<https://hbr.org/amp/1970/05/power-and-politics-in-organizational-life>

