

 <p>Since 1951</p>	<p align="center">B. J. VANIJYA MAHAVIDYALAYA (Autonomous) (Grant-in-Aid) (Affiliated to Sardar Patel University) Vallabh Vidyanagar- 388 120, Dist. Anand, Gujarat, India Accredited with CGPA of 2.78 on four point scale at B++ Grade by NAAC Syllabus with effective from June - 2025</p>
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Master of Commerce (M.Com.)
Semester - III

Course Code PB03ACOM53	Title of the Paper Leadership Skill – I	Total Credit 04
Course Objectives	<ol style="list-style-type: none"> 1. To explore the nature of leadership, covering its definition, importance, theories, functions, types, qualities, and the connection between leadership and management. 2. To examine contemporary leadership issues, including inspirational approaches, leadership styles, self-awareness, mentoring, e-leadership, and leadership development, with examples from India. 3. To explore the nature of managerial traits and skills, such as emotional stability, integrity, and technical abilities, and their role in enhancing managerial effectiveness. 4. To explore the key managerial skills—technical, conceptual, and interpersonal—and their influence on managerial effectiveness. 	

Course Description		
Unit	Description	Weightage
1.	Nature of Leadership <ul style="list-style-type: none"> • Introduction, Definition • Need or Importance of • Leadership Approaches or • Theories of leadership <ul style="list-style-type: none"> ➤ Trait's Approach ➤ Behavioral Approach ➤ Situational Approach ➤ Followers Theory ➤ System Theory • Functions of a Leader, Types of Leaders, Qualities of • Leadership and Management 	25%
2.	Contemporary Issues in Leadership <ul style="list-style-type: none"> • Inspirational Approach on Leadership <ul style="list-style-type: none"> ➤ Charismatic Leadership ➤ Transformational Leadership ➤ Authentic Leadership ➤ Self Awareness ➤ Self Regulation & Development ➤ Relational 	25%

	<ul style="list-style-type: none"> • Transparency Contemporary Leadership Rules <ul style="list-style-type: none"> ➤ Mentoring ➤ Self-Leadership ➤ E-Leadership • Leadership Development <ul style="list-style-type: none"> ➤ Ingredients of Leadership Development ➤ Leadership Development Process ➤ Examples of Effective Organizational Leadership in India 	
3.	Managerial Traits and Skills <ul style="list-style-type: none"> • Nature of Traits & Skills Specific Traits & Skills <ul style="list-style-type: none"> ➤ Emotional Stability ➤ Defensiveness ➤ Integrity ➤ Interpersonal Skills ➤ Technical & Cognitive Skills ➤ Managerial Traits and Effectiveness ➤ High Energy Level & Stress Tolerance ➤ Self Confidence ➤ Internal Locus of Control ➤ Emotional Stability & Maturity ➤ Power Motivation ➤ Personal Integrity ➤ Achievement Orientation ➤ Need for Affiliation 	25%
4.	Managerial Skills and Effectiveness <ul style="list-style-type: none"> ➤ Technical Skills ➤ Conceptual Skills ➤ Interpersonal Skills 	25%

Teaching- Learning Methodology	Lecture, Group Discussion, Doubt Solving, Power Point Presentation, Case Study, Real Life Company Examples, & Seminar
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal/ Written Examination	20%
2.	Internal Continuous Assessment in the form of Viva-Voce, Quizzes, Seminars, Assignments, Attendance	10%
3.	External Examination	70%

Students will have to score minimum of 40% to pass the course.

Course Outcomes: Having Completed this course, the students will be able to:	
1.	To know and understand about concept of leadership.
2.	To know and understand about contemporary issues in leadership.
3.	To know and practically understand about managerial traits and skills.
4.	To know and practically understand about techniques for developing leadership skills.

Suggested References:	
Sr. No.	References
1.	Gary Yukl, Leadership in Organisations, Pearson (7th Edition), New Delhi (2013).
2.	T. Ramasamy, Principles of Management, Himalaya Publishing House, New Delhi (2009).
3.	P. Guggenheima & M. Diana Szule, Understanding Leadership Competencies, Viva Books, New Delhi (2010)
4.	On-Line Resources available that can be used as Reference Material. http://egyankosh.ac.in/handle/123456789/1