

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of Human Resource Development (MHRD)
Semester: III
Syllabus with Effect from: June - 2014

Paper Code: PA03EHRD01	Total Credit: 3
Title Of Paper: Leadership, Training & Development	

Unit	Description in Detail	Weightage (%)
I	Leadership: Its definition, functions and types of leadership, Characteristics of a successful leader	20%
II	Contingency Model of Leadership: Fielder, Blake & Moutons' Theory. Charismatic Leadership, Transformational Leadership, Ethics & Value Based Leadership.	20%
III	Power & Politics and organizational effectiveness: Studies related with group morale & productivity. Do's & Don'ts for a leader, source of power, tactics to gain power, reasons for organizational Politics, management of organizational politics.	30%
IV	Training & Development: Concept of training & development, features of training & development, principles of training, need and importance, different methods of training, evolution of training & development programmers, steps of training & development, drawbacks, suggestive system, critical issues in training	30%

Basic Text & Reference Books:-

- Hellriegel & Woodman: Organizational Behaviour 2001.
- Katz & Kahn: Social Psychology of organizations 1971.
- Stephen P Robbinson : Organizational Behaviour, pearson, Delhi. 2012
- Shein : Organizational Psychology, 1996
- Tannen baum Wechsler & Massarik: Leadership and organization : behavioural Science approach 1981.
- Santosh Gupta & Sachin Gupta : Human Resource Development, Deep Pub., Delhi

