



## QURTUBA UNIVERSITY

Of Science and Information Technology

D.I Khan, Peshawar Khyber Pakhtunkhwa, Pakistan.

<b>Course Name</b>	<b>Leadership</b>
<b>Course Code</b>	<b>HRM406</b>
<b>Semester</b>	<b>7th</b>
<b>Credit Hours</b>	<b>03</b>
<b>Total Weeks</b>	<b>16/18</b>
<b>Total Hours</b>	<b>48/54</b>
<b>Total Marks</b>	<b>100</b>
<b>Pre-requisite</b>	<b>None</b>

### Course objectives

### Grading Criteria

<b>Distribution</b>	<b>Weight</b>
Quizzes, Assignments, and class participation	10
Mid Term	20
Final Term	70
Total	100

### Recommended Book:

1. Leadership By: Andrew J. Dubrin

### WEEK WISE BREAKDOWN

<b>Week</b>	<b>Description</b>
<b>1</b>	<ul style="list-style-type: none"> <li>• Introduction to Leadership &amp; Team Management:</li> <li>• Organization: The stage for leadership</li> <li>• Organizational Performance</li> <li>• Critical Skills for Success in the New Work Place</li> <li>• The role of Management in the organization</li> </ul>
<b>2</b>	<ul style="list-style-type: none"> <li>• Focusing on People</li> <li>• Importance of HR and Managers</li> <li>• Developing and Sustaining A World-class Workforce</li> </ul>
<b>3</b>	<ul style="list-style-type: none"> <li>• Definitions of Leadership</li> <li>• Leadership effectiveness</li> </ul>

	<ul style="list-style-type: none"> <li>• Characteristics of Leaders Who Fail Managerial Roles</li> </ul>
<b>4</b>	<ul style="list-style-type: none"> <li>• MANAGERS VS LEADERS</li> <li>• Difference between Leaders and Managers</li> <li>• Characteristics of Leaders &amp; Managers</li> <li>• Characteristics of Effective Leadership</li> </ul>
<b>5</b>	<ul style="list-style-type: none"> <li>• FOLLOWER-SHIP</li> <li>• MANAGERS VERSUS LEADERS: Follower ship perspective</li> <li>• Importance of Followers</li> <li>• Follower-ship Styles</li> </ul>
<b>6</b>	<ul style="list-style-type: none"> <li>• LEADERSHIP PROCESS</li> <li>• Responsibilities of Exemplary Followers</li> <li>• Strategies for Cultivating Exemplary Followers</li> <li>• Important Traits of Leaders</li> <li>• Qualities of Leaders</li> <li>• A Brief History of Leadership</li> </ul>
<b>7</b>	<ul style="list-style-type: none"> <li>• LEADERSHIP THEORIES/ APPROACHES</li> <li>• Theory X ,Y &amp; Z</li> <li>• Trait Theories</li> <li>• Behavior Theories</li> <li>• Managerial Grid</li> </ul>
<b>8</b>	<ul style="list-style-type: none"> <li>• CONTINGENCY THEORIES OF LEADERSHIP</li> <li>• The Fiedler Model</li> <li>• Situational Leadership Theory</li> <li>• Path-Goal Theory</li> </ul>
<b>Two Assignments + Two Test Mid Term Exam</b>	
<b>9</b>	<ul style="list-style-type: none"> <li>• New Approaches of Leadership <ul style="list-style-type: none"> <li>➤ Transactional</li> <li>➤ Charismatic</li> <li>➤ Transformational</li> </ul> </li> <li>• Charismatic Leadership</li> <li>• Charisma Defined</li> <li>• Trait of a Charismatic Leader</li> <li>• Visionary Leadership</li> <li>• Crisis-Based Charismatic Leaders</li> </ul>
<b>10</b>	<p><b>The Leader as an Individual</b></p> <ul style="list-style-type: none"> <li>▪ Personality</li> <li>▪ Nature</li> <li>▪ Major forever Inflowing</li> </ul>
<b>11</b>	<p><b>Understanding Power</b></p> <ul style="list-style-type: none"> <li>• Definition of Power</li> <li>• Sources of Power</li> </ul>
<b>12</b>	<p><b>Leadership Communication</b></p> <ul style="list-style-type: none"> <li>• How Communication works</li> <li>• Barriers of Communication.</li> </ul>
<b>13</b>	<p><b>Team based Organizations</b></p>

14	<ul style="list-style-type: none"> <li>▪ Leadership Decision Making</li> <li>▪ Decision Making Process</li> </ul>
15	<ul style="list-style-type: none"> <li>• Rewarding and Recognizing in Leadership</li> </ul>
16	Creative Leadership

**Learning Outcomes:**

- Identify and Describe the relationship between leader character and competence with an understanding of how core values affect leadership
- Identify and Describe the four basic phases of team building
- Illustrate significant traits and behaviors of historical leaders
- Understand and explain the situational, transformational, and adaptive leadership theories
- Describe methods of assessing leadership styles
- Understand and be able to effectively use counseling for individual and personal feedback and improvement