



**PARVATHANENI BRAHMAYYA
SIDDHARTHA COLLEGE OF ARTS & SCIENCE**
Autonomous
Siddhartha Nagar, Vijayawada-520010
Re-accredited at 'A+' by the NAAC

22 BA 412: Leadership & Team Management

Subject Code:	22 BA 412	I A Marks	30
No. of Lecture Hours / Week	05	End Exam Marks	70
Total Number of Lecture Hours	75	Total Marks	100
Practical Component	01 Hour/Week	Exam Hours	03
Course Focus	Employability	Entrepreneurship	Skill Development

Course Outcomes	
By the end of the course, students will be able to:	
CO1	Recall and understand the significance of advanced leadership.
CO2	Apply various theories of leadership.
CO3	Analyse importance of leadership and change management.
CO4	Evaluate the use of teams and role of teams in decision-making.
CO5	Create awareness about the knowledge of effective teamwork and promoting team success.

Contribution of Course Outcomes towards Achievement of Program Outcomes & Strength of correlations (H-High, M-Medium, L-Low,0-Nil)								
22BA411		PO1	PO2	PO3	PO4	PO5	PO6	PO7
	CO1	3						
	CO2		3					
	CO3			2				
	CO4						3	
	CO5							2

Units	Syllabus	No of Hours
UNIT-I	Introduction to Leadership – Definition – Importance of advanced leadership – Roles of a leader –Leadership Traits and Ethics – Personality Traits and Leadership – Traits of Effective Leaders – Leadership Attitudes – Ethical Leadership – Achievement Motivation Theory. PSO1	15
UNIT-II	Leadership Behavior and Motivation – Leadership Behavior and Styles – University of Michigan and Ohio Studies, Leadership Grid – Leadership and Motivation – Content and Process Theories – Reinforcement Theory – Contingency Leadership Theories and Models – Leadership Continuum theory. PSO1	15

UNIT-III	Leader-follower Relations – Followers, Evolution of Dyadic Theory – Leader Member Exchange Theory, Fellowship, Delegation, Coaching, and Managing Conflict – Leadership and Change Management.PSO2	15
UNIT-IV	Team Leadership, Organizational Leadership – The Use of Teams in Organizations – Types of Teams, Decision Making in Teams – Leadership Skills for Effective Team Meetings – Gannet’s Team Effectiveness Leadership Model – Virtual and Self-Managed Teams.PSO2	15
UNIT-V	Team Dynamics – Nature of Teams – Team Vs Groups – Team Issues – Effective Team Work – Changing Role of Leadership in Self-Managed Teams – Implementing Teams in organizations, promoting team success. PSO2	15
Case Study (Not Exceeding 300 words)		
Practical Component:		
<ul style="list-style-type: none"> • Choose 3 successful & 3 failed leaders and identify the contributing factors and present your findings to the class. • Across domains like sports & business & religion, develop an essay on the underlying trends and how these brands can leverage them. • Write a comprehensive essay on management vs. leadership • Interview 5 thought & practice leaders about their life learning’s on leadership. Present your findings to a panel of these leaders • Choose 3 leaders who tasted success after failures and 3 who tasted failure after early successful and develop the lessons from both groups. Present your findings to a panel of these leaders. 		
Suggested Readings:		
<ol style="list-style-type: none"> 1. Andrew J Durbin, Leadership-Research findings, Practice, and skills, 7th Ed. (,2012) Publisher -Cengage Learning. 2. Christopher F. Chua, Robert N. Lustier, (2013)5th Ed., Effective Leadership, South Western/Cengage Learning India 3. Gary York, Leadership in Organizations,8th (2013) Pearson Education 4. Griffin & Moorhead, Organizational Behavior, 10thEd (2012)., Cengage Learning India Pvt. Ltd. 5. 5.Richard L Hughes, Robert C. Gannett, Curphy President GordonJ, Leadership-Enhancing the Lessons of experience,8th Ed., (2014) TMH. 		



**PARVATHANENI BRAHMAYYA
SIDDHARTHA COLLEGE OF ARTS & SCIENCE**
Autonomous
Siddhartha Nagar, Vijayawada-520010
Re-accredited at 'A+' by the NAAC

**MODEL QUESTION PAPER
M.B.A. (REGULAR) DEGREE EXAMINATION
FOURTH SEMESTER
22 BA 412: Leadership & Team Management**

Duration: 3 hours

Max. Marks: 70

Note:

1. This question paper contains three Sections- **Section- A Section -B and Section -C.**
2. **Section -A** contains 5 short answer questions with an internal choice. Answer any **ALL** questions. Each question carries 4 Marks.
3. **Section -B** contains 5 Essay questions with an internal choice from each unit. Each question carries 8 Marks.
4. **Section -C** contains one Case Study for 10 Marks. (Compulsory)
5. All **Sections** of the Question paper must be answered in one place.

SECTION -A

5 x 4= 20 Marks

			Bloom's Level	CO	Max Marks
1	a)	Explain Ethical Leadership	L2	CO1	4M
	(OR)				
	b)	Show the Traits of Effective Leaders	L2	CO 1	4M
2	a)	Outline the Leadership Grid	L2	CO 2	4M
	(OR)				
	b)	Demonstrate Leadership Continuum.	L2	CO2	4M
3	a)	Explain Delegation	L2	CO 3	4M
	(OR)				
	b)	Infer Managing Conflict	L2	CO 3	4M
4	a)	Summarize Leadership Model	L2	CO 4	4M
	(OR)				
	b)	Classify the Types of Teams.	L2	CO 4	4M
5	a)	Compare Team with Group.	L2	CO 5	4M
	(OR)				
	b)	Extend Promotion of Team	L2	CO5	4M

SECTION – B

5 X 8=40 Marks

			Bloom's level	CO	Max. Marks
UNIT-I					
6	(a)	Identify the roles of a leader	L3	CO1	8 M
	(OR)				
	(b)	Build the relationship between personality traits and leadership and apply the traits of effective leaders	L3	CO1	8 M
UNIT-II					
7	(a)	Choose the styles of leadership with relevant merits and de merits	L3	CO2	8 M
	(OR)				
	(b)	Develop the contingency leadership theories	L3	CO2	8 M
UNIT-III					
8	(a)	Analyse the Leader Member Exchange Theory	L4	CO 3	8 M
	(OR)				
	(b)	Examine the interface between leadership and change management	L4	CO3	8 M
UNIT-IV					
9	(a)	Inspect the leadership skills for effective team meetings.	L4	CO4	8 M
	(OR)				
	(b)	Apply charismatic and transformational leadership	L4	CO4	8 M
UNIT-V					
10	(a)	Decide measures to make teams more effective in the organizations	L5	CO5	8 M
	(OR)				
	(b)	Evaluate normal organizational characteristics different from a team based organization.	L5	CO5	8 M

SECTION C - 1X10=10 Marks

			Blooms level	CO	Max Marks
CASE STUDY(Compulsory)					
11		Prakash hails from a hardworking immigrant family. Right from his childhood he wanted to achieve something and acquire power for himself. Unfortunately, he could only, a low-paid job in the assembly line in a large manufacturing firm. It is a	L	CO	10 M

	<p>charmless job having no promotional opportunities. Since heart support a large family, he needed a well-paid job and all his efforts in this direction had gone waste. To blow off his steam and to relieve himself from worldly woes, he started living in a “fool’s paradise” and spent most of his days in day- dreaming. Not surprisingly, he fell a prey to drinking and other vices. After exhausting his, meagre financial resources, he would get depressed and start worrying about his family. It has been a vicious circle and he wants to come out of it. Unable to bear with this miserable situation, one fine morning, he wanted to seek advice and counsel from his supervisor. But since his relationship with his supervisor is not-too intimate, he sought help from his union leader. The union leader listened to Prakash’s woes patiently. He told Prakash in a sympathetic tone: “There is no use working in this company. We have innumerable problems, and not a single problem is solved by management so far. The working conditions are pathetic. Our salary is too low. And let’s not talk about our benefit plans. After our contract finishes let’s unite together and fight with management for better salary and working conditions”.</p>			
<p>Questions:</p> <ol style="list-style-type: none"> 1) Analyse the nature of role conflict experienced by Prakash in this case. (L4) 2) Examine the conflict resolution strategy which suggests in this case. (L4) 3) Justify with your advice as Mr. Prakash. (L5) 				