

AC -11-03-2025
Item No. -04

Approved by the BOS in Bachelor of Commerce (Management Studies) on 06-03-2025 Item No. 03

As Per NEP 2020

Tolani College of Commerce (Autonomous)



Title of the Course: Motivation and Leadership

Programme: Bachelor of Management Studies Semester-VI

Syllabus for 4 credits

From the academic year 2025 - 2026

Name of the Course: Motivation and Leadership

Sr. No.	Heading	Particulars
1	Description the course:	A course on Motivation and Leadership typically focuses on understanding the key principles and theories behind motivating individuals and leading teams effectively.
2	Vertical:	HR Electives
3	Type:	Theory
4	Credit:	4 credits
5	Hours Allotted:	60 Hours
6	Marks Allotted:	100 Marks Continuous Evaluation 40 Marks Semester End Examination 60 Marks
7	Course Objectives: <ol style="list-style-type: none">1. To gain knowledge of the leadership strategies for motivating people and changing organizations2. To study how leaders facilitate group development and problem solving and work through problems and issues as well as transcend differences3. To acquaint the students about practical approaches to Motivation and Leadership & its application in the Indian context4. To make the students aware of the great leaders and their leadership style.	
8	Course Outcomes: <ol style="list-style-type: none">1. By gaining the knowledge of leadership strategies learners will learn how to set clear goals and create a vision for teams and organizations. Understand the role of leaders in influencing organizational culture and change. Explore strategies for leading during periods of uncertainty or transition.2. Learners will be able to develop the key attributes of effective leadership such as communication, decision-making, and problem-solving.3. Learners will be able to apply the knowledge of practical approach to Motivation and Leadership in their every life.4. By gaining awareness about the great leaders and their leadership style will help the learners to understand different leadership styles (e.g., transformational, transactional, servant leadership) and when to apply them and learn how to inspire and lead teams toward achieving organizational goals.	

8	Modules
	Module 1: Motivation-I (15 Hours)
	<ul style="list-style-type: none"> • Concept of motivation, Importance, Tools of Motivation. • Theory Z, Equity theory. • Process Theories-Vroom's Expectancy Theory, Valency-Four drive model.
	Module 2: Motivation-II
	<ul style="list-style-type: none"> • East v/s West, motivating workers (in context to Indian workers) • The Indian scene – basic differences. • Work –Life balance – concept, differences, generation and tips on work life balance
	Module 3: Leadership-I
	<ul style="list-style-type: none"> • Leadership– Meaning, Traits and Motives of an Effective Leader, Styles of Leadership. • Theories –Trait Theory, Behavioural Theory, Path Goal Theory. • Transactional v/s Transformational leaders. • Strategic leaders– meaning, qualities. • Charismatic Leaders– meaning of charisma, Qualities, characteristics, types of charismatic leaders (socialized, personalized, office-holder, personal, divine)
	Module 4: Leadership-II
9	Reference Books: <ul style="list-style-type: none"> • "The Motivation Manifesto" by Brendon Burchard (2014) • "Drive: The Surprising Truth About What Motivates Us" by Daniel H. Pink (2009) • "The 21 Irrefutable Laws of Leadership" by John C. Maxwell (1998) • "Leaders Eat Last: Why Some Teams Pull Together and Others Don't" by Simon Sinek (2014) • "The Leadership Challenge" by James M. Kouzes and Barry Z. Posner (1987)

10	Internal Continuous Assessment: 40%	Semester End Examination: 60%															
11	Continuous Evaluation through: (40 Marks)																
	<table border="1"> <thead> <tr> <th>Component</th> <th>Total Marks</th> </tr> </thead> <tbody> <tr> <td>Assignment/Case Studies/Book Review/ News Analysis/Presentation/ /Project/ Class Test</td> <td>40 Marks</td> </tr> </tbody> </table>		Component	Total Marks	Assignment/Case Studies/Book Review/ News Analysis/Presentation/ /Project/ Class Test	40 Marks											
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12	Format of Question Paper: for the final examination Question Paper Pattern for Semester End Examination (SEE) Maximum Marks: 60 Duration:2 Hour																
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	<p>Note: Any of the full length question of 7.5 Marks can be a case study.</p>																

Sr. No	Name	Signature
1.	Dr. Sadhana Venkatesh	
2.	Ms. Shalini Clayton	
3.	Ms. Ashiyana Shaikh	