

1. ASTD, Talent management: Strategies for success from six leading companies, Cengage Learning. Department of Commerce, University of Delhi
2. . Rao, T.V., Hurconomics for talent management: Making the HRD missionary business driven, Pearson Education.
3. Berger, L. A. and Berger, D. R., The talent management handbook, McGraw Hill Education India.
4. Shukla, R., Talent management: Process of developing and integrating skilled worker, Global India Publications, New Delhi.
5. Silzer, R. and Dowell, B.E. (eds.), Strategy drive talent management: A leadership imperative, Publication of the Society for Industrial and Organizational Psychology.
6. Hasan, M., Singh, A. K., Dhamija, S. (eds.), Talent management in India: Challenges and opportunities, Atlantic Publishers & Distributor
7. Knowledge management-shelda Debowski, John Wiley and Sons, Australia Ltd.
8. Knowledge management-sudhir warier-vikas publishing house.
9. The essential guide to knowledge management-amit tiwana-pearson education.

**OPEN COURSE OFFERED BY BA HRM
LEADERSHIP AND CHANGE MANAGEMENT**

Hours : 3

Credit:3

Internal :15

External :60

Course Objective □

- This course defines process, role and dynamics to organizational change.
- It further highlights ways of dealing with it.
- It focuses on need, phases and conditions for successful organizational development. Different leadership models are also incorporated

Learning Outcomes:

1. Gain both a theoretical and practical understanding of leadership styles and change management processes within an organization
2. Demonstrate advanced understanding of principles, concepts, and methods of change management in organisations; the change management process and change planning.

Module 1

Leadership Leadership: Definition, concept Leadership Styles, Power; Transformational and Transactional Leaders; Women Leaders; Leader Vs Manager

Module 2

Leadership & Modern Trends- – Leadership Traits – Leadership Styles – –Emerging Trends in Management; Management of Creativity. Managing E Business World – Challenges –

Module 3

Introduction to Change Management Change: Concept, Forces of Change; Change Management Process; Resistance to Change; Managing Change; Kurt Lewin's Change Management Model

Module 4

Organizational Development: OD Concepts, characteristics; OD Process; OD Interventions: Individual Intervention, Group/Organizational Intervention; OD in India. Organizational Transformation, concepts of Transformation and Transitions,

Module 5

Trends in Change Management. Japanese management - Tom Peters ; Role of OD Practitioners; Role focused interventions; Person focused interventions; Human Resource Audit; Human Resource Accounting; Human Resource Pooling

Recommended Books: □

□1. Deb, Tapomoy. Human Resource Development. 1st Edition . New Delhi: Ane Books India, 2006. □

2. Mohanty, Kalyani, and Padmalita Routray. Human Resource Development and Organizational Effectiveness. 1st Edition. New Delhi: Excel Books, 2009.