

## LEADERSHIP THEORIES AND ORGANIZATIONAL DEVELOPMENT

HRCM17-119

### Purpose of course

#### Goals of the subject

Students should be familiar with the basic concepts of leadership and organizational science. Identify management functions; know the process of organization development. Make a difference between leadership and management levels. They should be able to identify and categorize leadership methods and styles in practice.

#### Learning outcomes and competences

Knowledge:

- To know the basic models of leadership theory.
- To know and understand the operational characteristics of organizations and their economic and social role.
- To know the process of organizational development and to be able to plan its steps.

Attitude:

- Their findings, which assess social expectations, organizational knowledge and individual opportunities, are not only rational but also humanistic.
- Understanding the processes is characterized by critical thinking and pursuit of analysis.
- They strive to deepen their professional language skills.

Ability:

- Being able to understand the nature of the organizational processes, its external and internal contexts, its relationship with human resource management.
- Being able to adapt to changes and, based on their interdisciplinary knowledge, get their elaborated concept of human resource planning across to their colleagues and partners.
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### Content of the subject

#### Main content and thematic units

The antecedents of the development of organization and leadership sciences. The concept of leadership and administration. The definitions of power, leadership power, domination, [scope of authority](#). Classics of leadership science: Taylor, Fayol, Weber, Fayol. Organization theories. The external environment affecting the organization: regulatory environment, cultural environment, market environment, legal environment, demographic environment. The internal environment: the organization's communication system, social dimensions, the organization's staff, efficiency. Management functions: design, organization (division of labor), decision-ordinance, control, the concept of controlling. Project management. Project cycle management (PCM). The concept of quality. Philosophies and methods of business development and management.

### **Planned learning activities and teaching methods**

Lecture

### **Exam and evaluation system**

#### **Requirements, methods and aspects of assessment:**

Exam

Method of evaluation: five grade.

Aspects of evaluation:

- Knowledge of topics included in the item list.

### **Literature**

#### **Compulsory literature:**

Bakacsi Gyula (2004): Szervezeti magatartás és vezetés. Budapest, Aula. ISBN: 9632240723

Barakonyi Károly (1999): Stratégiai tervezés. Budapest, Nemzeti Tankönyvkiadó. ISBN: 9631903370

Barakonyi Károly (1998): Stratégiai döntések. Pécs, JPTE FEEFI. ISBN: 963 641 617 6

Gazdag László (2010): A menedzsment alapjai. Budapest, Dialóg Campus. ISBN: 9789639950146

Klein Sándor (2012): Vezetés- és szervezetpszichológia. Edge 2000 Kft. Budapest. ISBN: 9789639760073