

Syllabus

Subject code: HRCM21-134

Subject name: Leadership Theory

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