



Course Specifications

Course Title:	Managing Leadership
Course Code:	HRM 1431
Program:	Human Resources Management
Department:	Human Resources Management
College:	College of Business Administration
Institution:	Dar Al Uloom University

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A. Course Identification

1. Credit hours: 3 Hours
2. Course type
a. University <input type="checkbox"/> College <input type="checkbox"/> Department <input checked="" type="checkbox"/> Others <input type="checkbox"/>
b. Required <input type="checkbox"/> Elective <input checked="" type="checkbox"/>
3. Level/year at which this course is offered: HRM Elective/ Fourth Year
4. Pre-requisites for this course (if any): HRM 1323
5. Co-requisites for this course (if any): None

6. Mode of Instruction (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	Traditional classroom	45	100%
2	Blended		
3	E-learning		
4	Correspondence		
5	Other		

7. Actual Learning Hours (based on academic semester)

No	Activity	Learning Hours
Contact Hours		
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	Total	45
Other Learning Hours*		
1	Study	1
2	Assignments	1
3	Library	
4	Projects/Research Essays/Theses	2
5	Others (specify)	
	Total	4

* The length of time that a learner takes to complete learning activities that lead to achievement of course learning outcomes, such as study time, homework assignments, projects, preparing presentations, library times

B. Course Objectives and Learning Outcomes

1. Course Description

This course primarily aims to help students develop effective and successful supervision and leadership techniques. It seeks to cover various areas such as motivation and communication, decision-making, problem-solving, managing work-groups and enhancing team cohesiveness. The highlights of the course include the supervisory functions of middle-management dealing in planning, conflict management and labor relations as they affect organizational performance.

2. Course Main Objective

At the end of the course, students should be able to:

- 1- Identify the various theories used to describe leadership practices and styles.
- 2- Analyze the personal attributes of leaders and explain how they will be applied to situations in today's global workforce.
- 3- Develop skills to examine the impact of change, culture, diversity and technology and how these factors affect leadership styles, organizations and individuals.
- 4- Evaluate the study of leadership styles and apply a historical framework to organizational and leadership theories within various organizational settings.
- 5- Apply concepts of leadership and effective communication in the real life examples

3. Course Learning Outcomes

CLOs		Aligned PLOs
1	Knowledge:	
1.1	Define the theories and concepts of supervision and leadership in business environment.	K1
1.2	Discuss the impact of cross-cultural diversity on leadership styles, personal attributes, and roles of leaders in achieving organizational goals.	K2
1.3	Recognize different supervision and leadership issues and decision-making process.	K4
2	Skills:	
2.1	Analyze the impact of business environment on the leadership.	S1
2.2	Compare leadership styles, decisions, and strategies in local and international business environments.	S2
3	Competence:	
3.1	Demonstrate interpersonal, teamwork and leadership skills in organizational settings.	C1
3.2	Show leadership in pursuit of innovative and practical solutions to various problems that arise in organizational settings.	C2
3.3	Demonstrate ability to use technology to collect, interpret and communicate information and ideas appropriate for successful leaders.	C5

C. Course Content

No	List of Topics	Contact Hours
1	The Importance of Leadership: Setting the Stage	6
2	The Leadership Equation	6
3	Leadership Qualities, characteristics of followers	6
4	The Importance of Leadership Ethics	3
5	Leadership Authority	6
6	Team Concept	6
7	The Diversity Challenge	3
8	Leader as a Coach	6
9	Managing Performance	3
Total		45

D. Teaching and Assessment

1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
1.0	Knowledge		
1.1	Define the theories and concepts of supervision and leadership in business environment.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion) Interactive (Discussion)	Written Exams (T/FQ, MCQ, Short and Long essays,)
1.2	Discuss the impact of cross-cultural diversity on leadership styles, personal attributes, and roles of leaders in achieving organizational goals.		Written Exams (Short and Long essays, Case study) Written Assignments (Essays and Reports)
1.3	Recognize different supervision and leadership issues and decision-making process.		
2.0	Skills		
2.1	Analyze the impact of business environment on the leadership.	Direct (Lecture, Demonstration) Indirect (Case Study, Reflective discussion) Interactive (Brainstorming, cooperative learning)	Written Exams (Case study) Written Assignments (essay, reports and case study)
2.2	Compare leadership styles, decisions, and strategies in local and international business environments.		
3.0	Competence		
3.1	Demonstrate interpersonal, teamwork and leadership skills in organizational settings.	Interactive (Brainstorming, Cooperative learning) Independent (Reports, projects, Homework, Assigned Questions)	Presentations (formal discussion individual and group) Projects
3.2	Show leadership in pursuit of innovative and practical solutions to various problems that arise in organizational settings.		
3.3	Demonstrate ability to use technology to collect, interpret and communicate information and ideas appropriate for successful leaders.		

2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	Quiz	3	10%
2	HomeWorks/Assessments/Projects	During semester	20%
3	Mid term	9	30%
4	Final Exam	16	40%

*Assessment task (i.e., written test, oral test, oral presentation, group project, essay, etc.)

E. Student Academic Counseling and Support

Arrangements for availability of faculty and teaching staff for individual student consultations and academic advice:

1. Eight Office hours weekly can be booked through the students' SIS account.
2. Online discussion through the LMS forums and instant messaging.
3. Instructor email available in the course syllabus.
4. Occasional mobile calls or SMS for urgent messages.

F. Learning Resources and Facilities

1. Learning Resources

Required Textbooks	George .M., Kent. C. (2019). <i>The Art of leadership</i> . Fifth Edition, USA: McGraw-Hill Education.
Essential References Materials	Leaders and Leadership Process Journals and Reports distributed on the bases of lectures delivered to the students.
Electronic Materials	Lecture PPT slides – video
Other Learning Materials	Leadership practices in various organization through various online resources, Magazines and Newspaper

2. Facilities Required

Item	Resources
Accommodation (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
Technology Resources (AV, data show, Smart Board, software, etc.)	Data show + smart boards.
Other Resources (Specify, e.g. if specific laboratory equipment is required, list requirements or attach a list)	Internet access point.

G. Course Quality Evaluation

Evaluation Areas/Issues	Evaluators	Evaluation Methods
End of semester Course Evaluation.	<ul style="list-style-type: none">Students	<ul style="list-style-type: none">Indirect
Effectiveness of teaching and assessment.	<ul style="list-style-type: none">Peer reviewer	<ul style="list-style-type: none">Indirect
Course learning outcomes assessment.	<ul style="list-style-type: none">Faculty members	<ul style="list-style-type: none">Direct
Quality of learning resources	<ul style="list-style-type: none">Students	<ul style="list-style-type: none">Indirect

Evaluation areas (e.g., Effectiveness of teaching and assessment, Extent of achievement of course learning outcomes, Quality of learning resources, etc.)

Evaluators (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify))

Assessment Methods (Direct, Indirect)

H. Specification Approval Data

Council / Committee	HRM DEPARTMENT COUNCIL - COB
Reference No.	
Date	15/08/2019

