

NIRMA UNIVERSITY
Institute of Management
Master of Business Administration (Family Business & Entrepreneurship)
Programme

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Course Code	MFB5SEHR09
Course Title	Leadership and HRM in SMEs

Course Learning Outcomes (CLO):

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

1. Explain the human resource management functions in SMEs
2. Analyze the leadership practices in SMEs
3. Examine the effectiveness of leadership styles in HRM in SMEs
4. Develop leadership roles in SMEs

Syllabus

Teaching Hours

Unit I: Introduction to Leadership in SMEs <ul style="list-style-type: none"> • Definition and Significance of leadership, • key SME leadership theories and models, • Types of SME Leadership 	04
Unit II: Nature of Management in SMEs <ul style="list-style-type: none"> • Managing human resources • Informality in HRM • Recruitment and Selection, Training and Development, Performance Management, Compensation, Industrial Relations 	10
Unit III: Managerial Traits and Skills in SMEs <ul style="list-style-type: none"> • Traits and skills for effective leadership, • Managerial and leadership behaviours 	04
Unit IV: Culture and Leadership in SMEs/Leveraging small size of SMEs <ul style="list-style-type: none"> • Cultural context of Leadership, • Changing role of leaders, Leaders as change agent 	04
Unit V: Issues and current challenges related to Management in SMEs <ul style="list-style-type: none"> • Emerging trends in leadership • Obstacles for SMEs to globalize • Role of HRM in survival and expansion of SMEs • Ethical leadership • HRM issues in SMEs • Management performance 	08

Suggested Readings:

1. Gary, A.Y., Leadership in Organisations, Pearson Education, New Delhi
2. Aswathappa K. Human Resource Management. Text and Cases.
3. Noe, R., Hollenbeck J., Gerhart B. & Wright P., Human Resource Management: Text and Cases. Customized. Mc Graw Hill Education (India)
4. Nahavandi, A. *The Art and Science of Leadership*. Noida: Pearson India Education Services Pvt. Ltd.