

**(Table 5.2) Course unit description**

Study program: Economics
Type and level of studies: Doctoral academic studies (PhD)
<b>Course unit: Leadership and Organizational Changes</b>
<b>Teacher in charge: Stojanović-Aleksić Vesna</b>
Language of instruction:
ECTS:
Prerequisites:
Semester: I
<b>Course unit objective:</b> The course is designed to provide students with the deepening of theoretical knowledge in the field of leadership and organizational changes in a company. This implies the study of the essence and factors of leadership, traditional and contemporary theories and concepts that explain leadership, as well as the most important concepts and programs of organizational changes. The assumptions of their successful implementation related to the management of structure, power, culture, teams and other aspects interpersonal relationships will be studied. Students should adopt advanced knowledge that will allow them to look at organizations and organizational changes from several different theoretical perspectives.
<b>Learning outcomes of Course unit</b> After studying this course, students are expected to be enabled for: critical understanding of contemporary dimensions of organization development, theories and models of leadership, understanding and application of different leadership styles, understanding the variables of organizational behavior and choosing the right solutions related to the organization's business in different environments, analyzing and assessing current problems in organizational practice, identifying the necessity of organizational change management, as well as mastering theories and concepts that will enable them to develop leadership skills and change management skills in an organization.
<b>Course unit contents</b> <ul style="list-style-type: none"><li>• Nature and importance of leadership</li><li>• Power and motivation in the leadership process</li><li>• Theories, styles and factors of leadership</li><li>• The nature of organizational change</li><li>• Managing organizational changes</li><li>• The role of a leader in the process of change</li></ul>
<b>Literature</b> <ol style="list-style-type: none"><li>1. Stojanović-Aleksić, V., Leadership and organizational changes, Faculty of Economics, University of Kragujevac, 2007.</li><li>2. French W., Bshell.C., Organizational Development, Prentice Hall, New Jersey, 1999.</li><li>3. Senior B., Organisational Change, Prentice Hall, New Jersey, 2007.</li><li>4. Kreitner R., Kinicki A, Organizational Behavior, Mc Graw Hill, Boston, 2001.</li><li>5. Mullins L., Management and Organizational Behaviour, 7<sup>th</sup> ed., Prentice Hall, 2005.</li><li>6. Newstorm J.W., Organizational Behaviour, 12<sup>th</sup> ed., McGraw Hill, 2007.</li><li>7. Broussine M., Creative Methods in Organizational Research, Sage, 2008.</li><li>8. McGregor D., The Human Side of Enterprise, McGraw Hill, 1960.</li><li>9. Yukl G., Leadership in Organizations, Prentice Hall, 1998.</li><li>10. Pfeffer J., Managing with Power, Harvard Business School Press, 1992.</li><li>11. Senior B., Managing Change, Prentice Hall, 1997</li><li>12. Senge P., The Fifth Discipline, Random House Business Books, 1990.</li><li>13. Benis W., Nanus B., Leadership Strategies for Taking Charge, Harper Business, 1997</li></ol>

<b>Number of active teaching hours</b> 10				<b>Other classes</b>
Lectures 4	Practice	Other forms of classes	Independent work 6	
<b>Teaching methods</b>				
<b>Examination methods (maximum 100 points)</b>				
<b>Exam prerequisites</b>	<b>No. of points:</b>	<b>Final exam</b>	<b>No. of points:</b>	
Student's activity during lectures		Exam	70	
practical classes/tests				
Seminars/homework	30			
Project				
Other				
<b>Grading System</b>				
<b>Grade</b>	<b>Bo. Of Points:</b>		<b>Description</b>	
<b>10</b>	<b>91-100</b>		Excellent	
<b>9</b>	<b>81-90</b>		Exceptionally good	
<b>8</b>	<b>71-80</b>		Very good	
<b>7</b>	<b>61-70</b>		Good	
<b>6</b>	<b>51-60</b>		Passing	
<b>5</b>	<b>0-50</b>		Failing	