

Name of the subject: Leadership and motivation in tourism and hospitality		
Teacher(s): Milena Nedeljković Knežević, Tamara Jovanović		
Status of the subject: Elective		
Number of ECTS points: 15		
Condition: -		
Goal of the subject The aim of the course is to acquire the latest knowledge in the field of leadership and motivation, important aspects of human resource management and organizational behavior. As part of the course, students will study modern theories of motivation. As the modern approach to leadership theory increasingly indicates the importance of the leader-associate relationship for organizational outcomes (motivation, job satisfaction, commitment to the organization), the aim of the course is to get acquainted with classical leadership styles and the principles of newer leadership theory (Leader-follower exchange theory) and the correlates of the leader-follower relationship, as well as the specifics of this relationship in tourism and hospitality.		
Outcome of the subject The acquired knowledge in this course should enable doctoral students to acquire knowledge about the management process, which is determined by the personality of the manager and a number of other factors, among which are especially important characteristics of associates and the quality of relations between managers and associates. The "manager-associate" relationship has a particularly important role in achieving high quality service. The outcome of this course will be the development of leadership skills, active monitoring of new results in the field of leadership and work motivation, as well as training for research in the field of leadership theory and motivation in the service sector in general, with a focus on tourism and hospitality.		
Content of the subject <i>Theoretical lectures</i> Responsibilities of managers. Required managerial skills. Leadership styles-situational leadership, transactional leadership, transformational leadership. Leader-follower exchange theory and correlations of leader-follower relations. Contemporary theories of motivation. Reconceptualization of McGregor 's managerial concept and its significance in the service sector. Emotional work and motivation in the service sector. <i>Practical lectures:</i> Preparation of seminar papers in the field of leadership and motivation		
Recommended literature 1. Olga Hadžić, Milena Nedeljković, Motivacija za rad i zadovoljstvo poslom u organizaciji, Prirodno-matematički fakultet u Novom Sadu, 2008. 2. T. O'Connell, B. Cuthbertson, T. J. Goins, [eds], Leadership in recreation and leisure services, Human Kinetics, Champaign, IL, USA, 2015. 3. G. Heil, W. Bennis, D. Stephens, Douglas McGregor Revisited, John Wiley and Sons, 2000. 4. J. Miller, J. Walker, K. E. Drummons, Supervision in the hospitality industry, Fifth edition, John Wiley and Sons, 2007. 5. J. M. George, Emotions and leadership. The role of emotional intelligence, Human relations, 53(8)(2000), 1027-1055		
Number of active classes	Theory: 4(60)	Practice:
Methods of delivering lectures Oral presentation method Illustrative-demonstrative methods Individual consultations		
Evaluation of knowledge (maximum number of points 100) Seminar paper 50 points Final part of the exam 50 points		