COURSE PLAN – PART I

Course Title	TALENT MANAGEMENT		
Course Code	MB 787	No. of Credits	2
Course Code of Pre-requisite subject(s)	NIL		
Session	July '23 – Oct '23	Section	
Name of Faculty	Sandeep M M	Department	MBA
Email	415120003@nitt.edu	Telephone No.	8892034368
Name of Course Coordinator(s) (if, applicable)	NIL		
Course Type		Core course	√ Elective course

SYLLABUS

Unit I - Introducing a talent management system Talent Management –definition- building bloc[...]
Talent Management – role and importance of Job Core Competencies through Job Descriptio[...]
Analysis, and Job Design- Elements of Talent Planning-Understand and explain creation of a D[...]
initiative into the Talent management process

Unit - II Developing the building blocks of talent management Talent acquisition- e-Recruitment[...]
and how to evaluate and screen electronic resumes and applications for the best Talent while con[...]
to the legal issues in the hiring process.

Unit - III Talent Planning Performance Management Systems in organizations and their rela[...]
between rewards to performance. Develop a Career Track Planning process- Evaluating Inter[...]
External Recruitment Strategies selection techniques.

Unit - IV Coaching, training and development develop an understanding of coaching, train[...]
development- Leadership Development relationship of the Compensation Plan and the Implement[...]
the Talent Management Plan.

Unit - V Using information technology to support a TM system HRIS systems and Talent Mana[...]
System- outsourcing, Contingent, Contract /temporary workforce- Data Security and Reporting Es[...]
in a Talent Management System.
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COURSE OBJECTIVES

To equip the students with necessary knowledge to manage the talents as a superkeeper in the
organization.

COURSE OUTCOMES (CO)	Aligned Programme Outcomes (PO)
Course Outcomes	
1. Understanding Talent Management Foundations:	1, 3, 4
2. Current trend of Talent Management, latest technology used in Human resource management	2, 4, 5
3. Identify the practical scenario and helping students to understand	3, 4, 5

COURSE TEACHING AND LEARNING ACTIVITIES

Sl.No.	Week	Topic	Mode of Delivery
1.	3rd week of July 2023 Class – 1st week (3 Contact Hours)	Introducing a talent management system Talent Management (TM) –definition- building blocks of a Talent Management – role and importance of Job Core Competencies through Job Descriptions, Job Analysis, and Job Design	Lecture - Power PointPresentation
2.	Class- 2nd week (3 Contact Hours)	- Elements of Talent Planning-Understand and explain creation of a Diversity initiative into the Talent management process. Four steps to creating a TM	Lecture - Power PointPresentation
3.	Class- 3rd week (3 Contact Hours)	Developing the building blocks of talent management. Competencies: the first Building Block of TM, how Competencies create economic value. Building block 2, performance management- selecting the right performance management system, performance appraisal myth and reality.	Lecture - Power PointPresentation
4.	Class- 4th week (3Contact Hours)	Building block 3, evaluating employee potential – determining every employee's potential for growth, finding high potential talent throughout the organization. Building block 4, recruiting superkeepers – finding and hiring fast track talent, using a talent management model for selection.	Lecture - Power PointPresentation
5.	Class- 5th week (3 Contact Hours)	Talent planning – achieving organisation excellence through talent planning and development. Developing superkeepers, keepers and solid citizens: measurement makes a difference.	Lecture - Power PointPresentation
6.	Class- 6th week (3 Contact Hours)	Allocating training and development resources based on the contribution, Optimizing your investment in your employees.	Lecture - Power PointPresentation

S.No.	Week	Topic	Mode of Delivery
7.	7th week	Cycle Test for IV Trimester / MBA scheduled	
9.	Class- 8th week (3 Contact Hours)	Allocating training and development resources based on the contribution, Optimizing your investment in your employees.	Lecture - Power PointPresentation
10.	Class – 9th week (3 Contact Hours)	Coaching, training and development, develop an understanding of coaching, training and development- Leadership Development relationship of the Compensation Plan and the Implementation of the Talent Management Plan.	Lecture - Power PointPresentation
11.	Class - 10th week (3 Contact Hours)	Using compensation to implement a talent management plan – integrating compensation with TM, compensating superkeeper.	Lecture - Power Point Presentation
12.	Class – 11th week (3 Contact Hours)	Using information technology to support a TM system HRIS systems and Talent Management System- outsourcing, Contingent,	Lecture - Power PointPresentation
13	Class – 12th week (3 Contact Hours)	Contract /temporary workforce- Data Security and Reporting Essentials in a Talent Management System.	Lecture - Power PointPresentation
14	Class – 13th week	Final Exam	

Sl.No.	Mode of Assessment	Week / Date	Remarks	% Weightage
1.	Cycle Test	7th week -2023	Class room evaluation – Individual assessment	25%
2.	Presentation and assessment	8th week to 12th week – 2023	Classroom assessment - Individual	15%
3.	Case study	3rd week to 9th week – 2023 (1class in week)	Classroom assessment - Individual	10%
5.	End Semester Exam	13th week		50%

Note:
1. Attending all the assessments (Assessment 1 to 4) is MANDATORY for every student.
2. Every student is expected to score minimum 40% to pass the course. Otherwise the student would be declared fail and 'F' grade will be awarded.

COURSE EXIT SURVEY

- Feedbacks are collected before final examination through MIS or any other standard format followed bythe institute
- Students, through their Class Representatives, may give their feedback at any time to the course facultywhich will be duly addressed.

The students may also give their feedback during Class Committee Meeting.

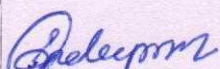## ATTENDANCE POLICY (A uniform attendance policy as specified below shall be followed)

➢ At least 75% attendance in each course is mandatory.

➢ A maximum of 10% shall be allowed under On Duty (OD) category.

➢ Students with less than 65% of attendance shall be prevented from writing the final assessment and shall be awarded 'V' grade.
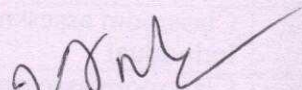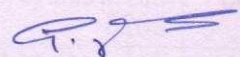
ACADEMIC DISHONESTY & PLAGIARISM

➢ Possessing a mobile phone, carrying bits of paper, talking to other students, copying from others during an assessment will be treated as punishable dishonesty.

➢ Zero mark to be awarded for the offenders. For copying from another student, both students get the same penalty of zero mark.

➢ The departmental disciplinary committee including the course faculty member, PAC chairperson and the HoD, as members shall verify the facts of the malpractice and award the punishment if the student is found guilty. The report shall be submitted to the Academic office.

➢ The above policy against academic dishonesty shall be applicable for all the programmes.

ADDITIONAL INFORMATION, IF ANY

FOR APPROVAL

Sandeep MM	Dr. SivaKumar V J	Dr. Muruganantham G
Course Faculty	**CC- Chairperson**	**HOD**