|  |  |
| --- | --- |
| A | DEPARTMENT OF MANAGEMENT STUDIESNATIONAL INSTITUTE OF TECHNOLOGYTIRUCHIRAPPALLI - 620 015, TAMIL Nadu, India |
|  | Phone : +91-431-2503700 (O) , +91-431-250 (Direct), Fax : +91-431-2500133 (O/o the Director), E-Mail : lavanya@nitt.edu |

|  |  |  |
| --- | --- | --- |
| **Course Code** | **:** | MB 787 |
| **Title of the Course** | **:** | TALENT MANAGEMENT  |
| **Trimester** |  | IV |
| **Contact Hours, Type of Course** | **:** | 30 HOURS, ELECTIVE |
| **Course Assessment Methods** | **:** | REGULAR(CONTINUOUS ASSESSMENT) |

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

Unit I - Introducing a talent management system Talent Management –definition- building blocks of a Talent Management – role and importance of Job Core Competencies through Job Descriptions, Job Analysis, and Job Design- Elements of Talent Planning-Understand and explain creation of a Diversity initiative into the Talent management process

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

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

Unit - IV 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.

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

TEXT BOOKS: 1. Lance A. B. & Berger, D. R. The Talent Management Handbook: Creating Organizational Excellence by Identifying, Developing, and Positioning Your Best People, McGraw-Hill, 2003.

REFERENCE BOOK: 1. Allan Schweyer, Talent Management Systems: Best Practices in Technology Solutions for Recruitment, Retention and Workforce Planning, Wiley, 2010.

|  |  |
| --- | --- |
|  | DEPARTMENT OF MANAGEMENT STUDIESNATIONAL INSTITUTE OF TECHNOLOGYTIRUCHIRAPPALLI - 620 015, TAMIL Nadu, India |
|  | Phone : +91-431-250 (O) , +91-431-2503711 (Direct), Fax : +91-431-2500133 (O/o the Director), E-Mail : lavanya@nitt.edu |

|  |
| --- |
| **COURSE OUTLINE TEMPLATE** |
| **Course Title** | **TALENT MANAGEMENT** |
| **Course Code** | **MB787** | **No. of Credits** | **2** |
| **Department** | MBA | **Faculty** | **Dr. V. LAVANYA** |
| **Pre-requisites****Course Code** | **Human Resource Management** |
| **Course Teacher(s) E-mail** | **lavanya@nitt.edu** |  |
| **Course Type** |  | **Core**  |
| √ | Elective  |
|  | Open Elective  |
|  | Laboratory |

|  |
| --- |
|  **COURSE TEACHING AND LEARNING ACTIVITIES** |
| **Sl.No.** | **Week** | **Topic** | **Mode of Delivery** |
|  | **Week 1**  | 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 |  |
|  | **Week 2** | - Elements of Talent Planning-Understand and explain creation of a Diversity initiative into the Talent management process. Four steps to creating a TM |  |
|  | **Week 3** | 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. |  |
|  | **Week 4**  | 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. |  |
|  | **Week 5** | Talent planning – achieving organisation excellence through talent planning and development. Developing superkeepers, keepers and solid citizens: measurement makes a difference. |  |
|  | **Week 6** | Allocating training and development resources based on the contribution, Optimizing your investment in your employees.  |  |
|  | **Week 7** | **Assessment (25 marks)(cycle Test)** |
|  | **Week 8** | CEO succession planning: ensuring leadership at the top, talent management in a global firm, building diversity into succession plan. |  |
|  | **Week 9** | 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.  |  |
|  | **Week 10** | Using compensation to implement a talent management plan – integrating compensation with TM, compensating superkeeper |  |
|  | **Week 11** | Using information technology to support a TM system HRIS systems and Talent Management System- outsourcing, Contingent, Contract /temporary workforce- Data Security and Reporting Essentials in a Talent Management System.  |  |
|  | Extra class is required to complete the Internal assessment |
|  | **Week 12** | **End Semester Exam** |
| **COURSE ASSESSMENT METHODS** |
|  |
| **Sl. No.** | **Mode of Assessment** | **Week / Date** | **Remarks** | **% Weightage** |
|  | Cycle Test | **7th week** |  | 25% |
| 2. | Assignment and journal presentation | 9th and 10th week |  | 15% |
| 3. | Quiz | at the time of Exam |  | 10% |
| 4 | End Semester Exam | 12th week |  | 50% |
| **Note:** 1. Attending all the assessments (Assessment 1 & 2) is MANDATORY for every student.
2. If any student is not able to attend cycle test due to genuine reason, student is permitted to appear for retest.
3. Every student is expected to score minimum 40% (i.e., 40 marks) to pass the course. Otherwise the student would be declared fail and ‘F’ grade will be awarded.
4. Attendance is MANDATORY for every student (75 %)
 |
| **FOR APPROVAL** |
|

|  |  |  |
| --- | --- | --- |
|  |  |  |
| **Course Faculty** | **Chairman (Class Committee)** |  **HoD** |

 |