



**DEPARTMENT OF MANAGEMENT STUDIES
NATIONAL INSTITUTE OF TECHNOLOGY
TIRUCHIRAPPALLI - 620 015, TAMIL NADU, INDIA**

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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.

Course Outcomes

- Discuss the talent management and its process of linking talent management to organizational strategy and other HR practices.
- Examine the process for identifying high potential talent and developing a pipeline of talent to serve organizational present and future needs.
- Examine the processes for talent development and succession planning.
- Identify and analyze the impacting TM practices today



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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
1.	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	PPT
2.	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	PPT
3.	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.	PPT
4.	Week 4	Building block 3, evaluating employee potential – determining every employee’s	PPT

		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.	
5.	Week 5	Talent planning – achieving organisation excellence through talent planning and development. Developing superkeepers, keepers and solid citizens: measurement makes a difference.	PPT
6.	Week 6	Allocating training and development resources based on the contribution, Optimizing your investment in your employees.	PPT
7.	Week 7	Assessment (25 marks)(cycle Test)	
8.	Week 8	CEO succession planning: ensuring leadership at the top, talent management in a global firm, building diversity into succession plan.	PPT
9.	Week 9	Coaching, training and development, developing understanding of coaching, training and development. Leadership Development relationship of Compensation Plan and the Implementation Talent Management Plan.	PPT
10.	Week 10	Using compensation to implement a talent management plan – integrating compensation with TM, compensating superkeeper	PPT
11.	Week 11	Using information technology to support a TM : HRIS systems and Talent Management S outsourcing, Contingent, Contract /temp workforce- Data Security and Reporting Essential Talent Management System.	PPT
12.	Extra class is required to complete the Internal assessment		
13.	Week 12	End Semester Exam	
COURSE ASSESSMENT METHODS			

Sl. No.	Mode of Assessment	Week / Date	Remarks	% Weightage
1.	Cycle Test	7 th week		25%
2.	Case presentation	9 th and 10 th week		15%
3.	Quiz	at the time of Exam		10%
4	End Semester Exam	12 th week		50%

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.

FOR APPROVAL

Course Faculty

Chairman (Class Committee)

HoD