

Department: Business Administration		Program: MBA	
Course Name	Talent Management	Course Code	BUS 627
Pre-requisite	Not Applicable	Credit Hours	3

Brief Description

- This course provides practitioners with a comprehensive exploration of talent management practice. It addresses the challenges faced by talent managers during rapid change and competition, and illustrates how talent management is applied across varied contexts. The course also provides numerous organizational examples, practices and highlights.

Course Objectives

After completion of this course the student will be able to:

- Identify talent concepts, approaches and models
- explain talent exploration strategies
- evaluate talent management practices
- Debate talent problems
- Examine talent issues in rapid environmental and competitive changes

Course Learning Outcomes

- Distinguish between concepts, principles, and theories of talent management
- Apply the concepts, principles, and theories in different business situations
- Demonstrate written communication skills
- Have oral communication skills
- Have skills of using computer applications in talent management
- Have scientific research skills in the field of talent management
- Have the skills of critical thinking and analysis in the fields of talent management
- Have the skills in strategic thinking and finding solutions in talent management
- Believe, and practice sustainability
- Have the skills of leadership, teamwork, and decision making in talent management
- Have the ability to distinguish between ethical issues in talent management
- Have the competence of social responsibility in the fields of talent management
- Have the competence to deal with cultural diversity in talent management

Course Topics

- Introduction to Talent Management
- Talent Acquisition: Attracting and Recruiting the Best and Brightest
- Assessment centers for Talent Acquisition
- Talent Development Through Competency Development

- Career and Succession Planning
- Managing Performance and Potential of Key Talent
- Mentoring for Managing Talent
- Attractive Compensation and Reward Management
- Contemporary Issues in Talent Management

Text Book

- Joshi, Gowri and Vohra, Veena. Talent Management. Cengage India Private Limited, 2017

Additional References

- DeLong, D. and Trautman, S. The Executive Guide to High-Impact Talent Management: Powerful Tools for Leveraging a Changing Workforce, 1st Edition, McGraw Hill, 2011
- Bryan, L. and Joyce, J. Mobilizing Minds: Creating Wealth From Talent in the 21st Century Organization, 1st Edition, McGraw Hill, 2007

Online Resources

- <https://onlinelibrary.wiley.com>
- <https://www.tandfonline.com/doi/full/10.1080/09585192.2019.1642645>

Course Outline

Week	Hours	Topics	Remarks
1	3	Introduction to Talent Management	
2	3	Talent Acquisition: Attracting and Recruiting the Best and Brightest	
3	3	Assessment centers for Talent Acquisition	
4	3	Talent Development Through Competency Development	
5	3	Talent Development Through Competency Development	
6	3	Career and Succession Planning	
7	3	Career and Succession Planning	
8	3	Midterm test	
9	3	Managing Performance and Potential of Key Talent	
10	3	Managing Performance and Potential of Key Talent	
11	3	Mentoring for Managing Talent	
12	3	Attractive Compensation and Reward Management	
13	3	Contemporary Issues in Talent Management	
14	3	Contemporary Issues in Talent Management	
15	3	Presentations	

Measurement and Assessment Tools														
Assessment Tools	Grades	Week	Knowledge	Skills						Values				
			Identify and apply	Written	Oral	Information Technology	Research	Critical thinking	Strategic thinking	Sustainability	Leadership	Ethics	Corporate Social responsibility	Cultural diversity
Midterm Exam	20	9	X											
Case Study	10	12		X				X	X	X	X	X	X	X
Project	20	15		X		X	X	X	X	X	X	X	X	X
Presentation	10	15			X	X								
Final Exam	40	TBD	X											
Total	100													

Approved by Department Chair	Date of Approval

Additional Information: Updated every Semester by Course Instructor	
Course Instructor	
Department	
Phone No.	
Extension No	
Email	