

## Talent Management

Sem	Subject code	Category	Lecture		Theory		Credit
			Total Hrs	Hrs per week	Total Hrs	Hrs per week	
III		Core paper –IX	90	6	90	6	5

### COURSE OBJECTIVE:

1. To understand the key processes of talent Management and Source of talent Management, to identify the approaches of Talent Management and Strategy.
2. To evaluate and understand Talent Acquisition, Role of HR in Talent Management, Talent Management in Indian organisation.

### COURSE OUTCOMES:

**On Successful completion Of the Course the student will be able:**

CO Number	CO STATEMENT	Knowledge level (K1-K4)
<b>CO1</b>	To elucidate the importance and scope of the Talent Management	<b>K2</b>
<b>CO2</b>	To explicate Life Cycle of Talent Management	<b>K2</b>
<b>CO3</b>	To know and understand Talent Planning and Acquisition	<b>K3</b>
<b>CO4</b>	To learn about Talent Engagement and Retention	<b>K3</b>
<b>CO5</b>	To clarify the Compensation and reward strategies for Effective Talent Management	<b>K3</b>

**K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze**

## MAPPING WITH PROGRAMME OUTCOMES

<b>COS</b>	<b>PO 1</b>	<b>PO 2</b>	<b>PO 3</b>	<b>PO 4</b>	<b>PO 5</b>	<b>PO 6</b>
<b>CO1</b>	M	S	S	S	S	S
<b>CO2</b>	M	S	S	S	M	S
<b>CO3</b>	S	S	M	S	S	S
<b>CO4</b>	S	S	M	M	S	M
<b>CO5</b>	S	S	S	S	S	S

**S – Strong;**

**M – Medium;**

**L – Low**

### **UNIT I: INTRODUCTION TO TALENT MANAGEMENT      20 hrs**

**Introduction to Talent Management:** Overview Talent Management – History - Scope of Talent Management - Need of Talent Management - Key Processes of Talent Management - Talent vs knowledge people - Source of Talent Management - Consequences of Failure in Managing Talent - Tools for Managing Talent - Effective Talent Management System - Building Blocks of Effective Talent Management System.

### **UNIT II: LIFE CYCLE OF TALENT MANAGEMENT      20 hrs**

**Life Cycle of Talent Management:** Introduction - Linkage between Talent Management Process and Workforce - Importance of Talent Management Process - Important Steps to Assess Talent Management Process - Stages of Talent Management - Essentials of Talent Management Process.

**Approaches to Talent Management:** Talent Management Approaches  
- Developing a Talent Management Strategy - Mapping Business Strategies and Talent Management Strategies - Post Recession Challenges of Talent Management.

**UNIT III: TALENT PLANNING AND ACQUISITION****15 hrs**

**Talent Planning:** Talent Planning - Objectives of Talent Planning - Steps in Strategic Talent Planning - Succession Planning Program - Innovative talent planning - Current Industry Practices for Strategic Talent Planning - Ensuring Leadership.

**Talent Acquisition:** Introduction - Talent Acquisition - Recruiting Process - Strategic Trends in Talent Acquisition - Talent acquisition management solutions.

**UNIT IV: TALENT ENGAGEMENT AND RETENTION****20 hrs**

**Talent Engagement and Retention:** Introduction - Concept of Talent Engagement – Retention - Employee Engagement and Retention - Race for Talent: Retaining and Engaging Workers - Best Practices for Talent Engagement - Improving Employee Retention - Role of HR in Talent Management - Role of the HR Manager.

**UNIT V: COMPENSATION AND REWARD STRATEGIES FOR EFFECTIVE TALENT MANAGEMENT****15 hrs**

**Compensation and reward strategies :** Introduction - Effective Talent Management - Principles of Compensation Plans - Defining the Elements of Total Rewards - Integrated Rewards Philosophy - Designing Integrated Rewards - Sustainable Talent Management and Reward Model - Strategic Compensation plan for Talent Engagement - Finding the Path for Success - Talent Management Challenges - Best Practices of Talent Management - Talent Management in India.

**Distribution of marks: Theory 100% and problem 0%**

**Text Books:**

<b>S.NO</b>	<b>Authors</b>	<b>Title</b>	<b>Publishers</b>	<b>Year of publication</b>
<b>1</b>	<u>Joshi Gowri</u>	Talent Management	Alok Srivastava	Dec 2018
<b>2</b>	Marshall Goldsmith , Louis Carter	Best Practices in Talent Management: How the World's Leading Corporations Manage, Develop, and Retain Top Talent	Pfeiffer; 1 edition	2009
<b>3</b>	<u>Mark Wilcox</u>	Effective Talent Management: Aligning Strategy, People and Performance	Routledge	2016
<b>4</b>	Sally Bibb	Strengths-Based Recruitment and Development: A Practical Guide to Transforming Talent Management Strategy for Business Results	Kogan Page	2016

**Reference Books:**

<b>S.NO</b>	<b>Authors</b>	<b>Title</b>	<b>Publishers</b>	<b>Year of publication</b>
<b>1</b>	Matthew Gay, SPHR and Doris Sims	Building Tomorrow's Talent: A Practitioner's Guide to Talent Management and Succession Planning	Author House; 1st edition	2007

**TEACHING METHODOLOGY:**

1. Chalk& Talk
2. Lecture
3. Seminar
4. Assignment
5. Chart preparation
6. PPT
7. Group Discussion
8. You tube class
9. Case study
10. Role play

**SYLLABUS DESIGNER:**

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