Lesson Plan
TALENT MANAGEMENT

Program: MBA   **Semester:** III
Course Code: KMBNHR-01   **Course Name: TALENT MANAGEMENT**

Course Objectives

(CO1): This course focuses on the attraction, acquisition, and retention of talent in organizations

(CO2): A clear understanding of talent management and its linkage with organizational strategy and other HR practices.

(CO3): To provide the understanding of acquiring and retaining the talent in the organization

(CO4: To provide them the process of identifying and developing the potential talent to fulfill the present and future need of the organization.

(CO5): In addition, the course will cover the negotiation problems that managers may face in decision-making processes; for example, the hiring negotiation, the promotion negotiation, the firing decision, and HR-relevant cross-cultural negotiation issues

Session Duration: 60 minutes

Participants: MBA 3rd Sem. Students

Entry level knowledge and skills of students

 i. Basic HRM concept Knowledge.
 ii. Case study approach.
 iii. Learning capacity

Equipment required in Classroom/ Laboratory/ Workshop

 i. Projectors, board/markers.

Assessment Schemes

S. No.	Criteria	Marks (150)
1	**AKTU End Term Examination**	100
2	**Internal Evaluation Scheme**	50
2(a)	**Class Tests**	30
2(a)(i)	Class Test-I	15
2(a)(ii)	Class Test-II	15
2(b)	**Teacher Assessment (Continuous Evaluation)**	20
2(b)(i)	Attendance	5
2(b)(ii)	Case Study/Topic Based Presentation	5
2(b)(iii)	*GD	10
	*MCQ Based Assignment	2

Course Outcomes : starting with action-oriented observable and measurable verb

(CO1): Knowledge of Talent Management Processes. K1 (Remember), K2 (Understand).

(CO2): Understanding for analysis of the impacts of Talent management in the organization K1 (Remember), K2 (Understand), K3 (Apply), K4 (Analyze).

(CO3): Competency to implement Talent Management practices. K4 (Analyze), K5 (Evaluate), K6 (Create).

(CO4): Competency to develop leadership qualities among subordinate. K4 (Analyze), K5 (Evaluate).

(CO5): Knowledge about the reward system to support Talent management. K2 (Understand), K3 (Apply).

L. N o.	Topics	Sub Topics	Date of implementa tion	Pedagogy	CO-Covere d	Facul ty Sign	HoD's Rema rk with Date
Unit - 1							
1.	Introduction to Talent Management	Concept, Meaning & Objectives		Lecture	CO1		
2.	Introduction to Talent Management	Role of Talent Management in building Sustainable Competitive Advantage to a firm		Lecture	CO1		
3.	Key Processes of Talent Management	Recruitment, Selection,		Lecture	CO1		
4.	Key Processes of Talent Management	Human Resource Planning, Retention,		Lecture	CO1		
5.	Key Processes of Talent Management	Talent vs. Knowledge, Consequences of Failure in Managing Talent		Lecture	CO1, CO2		
6.	Identifying and Assessing High-Potential Talent	Current Organizational Practices		Lecture	CO2, CO3		
7.	Identifying and Assessing High-Potential Talent	Current Organizational Practices		Improved Lecture	CO3		
8.	Case Study	Case Study		Case study	CO3		
Unit - 2							

9.	Talent Acquisition	Job Analysis, Questionnaires, Interviews		Lecture	CO2		
10.	Talent Acquisition	Developing job Description & Job Specification		Lecture	CO2		
11.	Talent Acquisition:	Attracting and Recruiting the best Talents,		Lecture	CO3		
12.	Talent Acquisition:	Strategic Trends in Talent Acquisition, Talent acquisition management solutions.		Lecture	CO3		
13.	HR Planning for Talent Management:	Process (using MS-Excel and quantitative tools),		Lecture	CO3		
14.	HR Planning for Talent Management:	Evaluation of factors affecting HR Planning,		Lecture	CO3		
15.	HR Planning for Talent Management:	Strategic view of Recruitment & Selection.		Lecture	CO3		
16.	Case Studies/quiz	Case discussion		Lecture	CO3		
Unit - 3							
17.	Recruitment and Selection Process:	Introduction, Sources of Recruitment, Use of Assessment Centers,		Lecture	CO1		
18.	Recruitment and Selection Process:	Selection Errors & Minimizing Selection Errors, Reliability & Validity of Selection Tests,		Lecture	CO2		
19.	Recruitment and Selection Process	Choosing suitable types of Interviews, Formulating a recruitment strategy for senior level executives		Lecture	CO4		

20.	Employee Engagement	Process and outcomes of Employee Engagement		Lecture	CO1, CO2		
21.	Employee Engagement:	Ways of Achieving Employee Engagement;		small role play	CO2		
22.	Talent Development	Need Analysis, Knowledge Management,		Lecture and discussion	CO1		
23.	Talent Development	Competency Development and Developing Leadership Talent		Lecture and discussion			
24.	Case Study	Case Study		Group discussion	CO2		
Unit - 4							
25.	Employee Retention	Comprehensive approach to Employees Retention, Managing Voluntary Turnover,		Lecture	CO1		
26.	Employee Retention	Managing Voluntary Turnover,		Class presentation	CO1		
27.	Employee Retention	Dealing with Job Withdrawal		Lecture and discussion	CO2		
28.	Strategic Compensation plan for Talent Engagement	Defining the Elements of Total Rewards		Lecture	CO5		
29.	Strategic Compensation plan for Talent Engagement	Integrated Rewards Philosophy		Lecture	CO5		
30.	Strategic Compensation plan for Talent Engagement	Designing Integrated Rewards, Sustainable Talent Management and Reward Model		Lecture and practical exercise	CO5		
31.	Strategic Compensation plan for Talent Engagement	Career and Succession Planning		Lecture			

32.	Case study	Case study		Brain storming	CO5	
Unit - 5						
33.	Emerging Trends in HR	Human Resource Audits		Lecture	CO3	
34.	Emerging Trends in HR	Human Resource Information System, Human Resource Accounting		Lecture	CO3	
35.	Emerging Trends in HR	Business Process Re-engineering		Lecture	CO3	
36.	Emerging Trends in HR	Contemporary Talent Management Issues and Challenges		Lecture and discussion	CO3	
37.	Case Study	Case Study		Brain storming	CO3	
38.	Case Study	Case Study		Brain storming	CO3	
39.	Case Study	Case Study		Brain storming	CO3	
40.	Case Study	Case Study		Brain storming	CO3	
Revision						
41.	Unit-1	Introduction to Talent Management, Key Processes of Talent Management, Identifying and Assessing High-Potential Talent.		Problem solving Discussion and inquiry based session		
42.	Unit-1	Key Processes of Talent Management, Identifying and Assessing High-Potential Talent.		Problem solving Discussion and inquiry based session		
43.	Unit-2	Talent Acquisition, HR		Problem solving		

		Planning for Talent Management		Discussion and inquiry based session			
44.	Unit-3	Recruitment and Selection Process, Employee Engagement, Talent Development.		Problem solving Discussion and inquiry based session			
45.	Unit-3	Recruitment and Selection Process, Employee Engagement, Talent Development.		Problem solving Discussion and inquiry based session			
46.	Unit-4	Employee Retention: Strategic Compensation plan for Talent Engagement,		Problem solving Discussion and inquiry based session			
47.	Unit-5	Emerging Trends in HR		Problem solving Discussion and inquiry based session			
48.	Unit-5	Emerging Trends in HR		Problem solving Discussion and inquiry based session			

Text Books:

- K.Aswathappa – Human Resources and Personnel Management, Tata McGraw Hill

- Gary Dessler, Biju Varkey-Fundamentals of human resource management: concept, competencies and applications, Pearson-prentice hall

Reference Books:

1- Gowri Joshi &VeenaVohra, Talent Management, Cengage Learning.

2- Mamta Mohapatra & Swati Dhir, Talent Management, SAGE Publishing India.

3- Dessler Gary, Varkkey Biju, Fundamentals of Human Resource Management, Pearson Publication.

4- Robbins SP, Timothy A, Judge &Sanghi Seema, Organizational Behaviour, Pearson Education, New Delhi

5- Sonal Minocha: Global Talent Management (SAGE Publishing India)

Journals:

- The Economist
- Harvard Business Review (HBR)
- Journal of Human Resources
- Personnel psychology
- International Organization
- Leadership Quarterly
- Organization Studies
- Journal of Service Research
- Research in Organizational Behavior

Electronic Database:

- **HRM Reports: https://www.mckinsey.com**

- **E-books: https://www.pdfdrive.com/the-talent-management-handbook-e33563313.html**

- **E-books: https://hvtc.edu.vn/Portals/0/files/635834387511001885talent-management-a-focus-on-excellence.pdf**

- **E-book:**

  https://www.opentextbooks.org.hk/system/files/export/32/32088/pdf/Human_Resource_Management_32088.pdf

- **E books: Notes https://www.tutorialspoint.com/talent_management/talent_management_tutorial.pdf**

- **https://www.tutorialsduniya.com/notes/human-resource-management-notes/**

- **https://ccsuniversity.ac.in/bridge-library/pdf/HM-204-Human%20Resource%20Managment.pdf**

- **Journal: https://onlinelibrary.wiley.com/journal/17446570**

- **Journal: http://jhr.uwpress.org/**