

**Bachelor of Management Studies**  
**Syllabus for Talent Management Semester VI**

<b>Old Syllabus</b>	<b>Proposed Syllabus</b>
Title of the Paper: Talent Management	Title of the Paper: Talent Management
Subject Code: 6006	Subject Code:

<b>PAPER TITLE</b>	<b>L</b>	<b>Cr</b>	<b>P/T</b>	<b>D (EE)</b>	<b>EE</b>	<b>IE</b>	<b>T</b>
<b>Economics- II</b>	04	04	Tutorials	2:30 hrs	75 Marks	25 Marks	100 Marks

#L=Lectures per week,

Cr=Credits, P/T=Practical/Tutorials, D=External Exam Duration, EE=External Examination, IE=Internal Examination, T=Total Marks

<b>Old Syllabus</b>	<b>Proposed Syllabus</b>
<p><b>Objectives:</b></p> <p>To give student an introduction to Talent Management as practiced in leading organizations and to review and discuss existing organizational practices related to developing and managing Human Resources to achieve business strategies and objectives.</p> <p><b>Outcomes:</b></p>	<p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>• To familiarize the Students with Talent Management.</li> <li>• To help them understand the Acquisition, Retention and Development practices.</li> <li>• To enhance understanding of the talent Management practices.</li> <li>• Managing Human Resources to achieve business strategies and objectives.</li> </ul> <p><b>Learning Outcomes:</b></p> <ul style="list-style-type: none"> <li>• Understand and explain talent Management practices.</li> <li>• Understand and explain How to Acquire, retain and engage talent.</li> <li>• Importance of training for developing a good manpower in the organization.</li> </ul>

		Proposed Syllabus							
Unit 1	Topic and Details Old Syllabus	Module	Module Specific Objectives	Content	Weighttag e	Instructio n Time	Credits	Evaluation	
								IE Weighttag e	EE Weighttag e
I	<p><b>An Historical Perspective on Management and Executive</b> Careers and the Challenge of Talent Management.</p> <p><b>Introduction to Talent Mgmt - Overview</b> a) Strategic Frameworks b) HR Frameworks</p> <p>Attraction, acquisition and retention of talents: Employer branding</p> <p>Career Planning, Succession Planning and boundary less career spanning Hindrances to Career planning.</p>	I	<ul style="list-style-type: none"> <li>Understanding the basic concept Talent Management.</li> <li>To understand the strategic framework of Talent Management.</li> <li>Working of Online job portals.</li> </ul>	<p><b>Introduction to Talent Mgmt - Overview</b> a) Strategic Frameworks b) HR Frameworks</p> <p>Attraction, acquisition and retention of talents, <b>Strategic Trends in Talent Acquisition, Best Practices in Talent engagement and retention.</b> Employer branding</p> <p>Career Planning, Succession Planning and boundary less career spanning Hindrances to Career planning.</p>	25	15	1	7	20

				Online recruitment and Job Portals its influence on today's recruitment scenario					
II	<b>Training and development</b> Steps in training, Methods of training, Training calendar, Need and importance of training	II	<ul style="list-style-type: none"> <li>To Study the Importance of training in organisation.</li> <li>Understand the different methods of training.</li> </ul>	<b>Training and development</b> Steps in training, Methods of training, Training calendar, Need and importance of training	25	15	1	5	15
III	<b>Commercials for Talent Management</b> Understanding and Managing the Finances of Talent Managing Cost issues associated with talent management, especially the risk of lost investments in employees and how to manage them in ways that allow the investments to be paid off.	III	<ul style="list-style-type: none"> <li>To understand the commercials involved in Talent management.</li> <li>To study the cost and the financial risk involved in Talent management &amp; how to</li> </ul>	<b>Commercials for Talent Management</b> Understanding and Managing the Finances of Talent Managing Cost issues associated with talent management, especially the risk of lost investments in employees and how to manage them in ways that allow the investments to be paid off.	25	15	1	7	20

			manage that risk.						
IV	Talent management process HR relevant cross-cultural management issues & Conflict resolution. The Future of Career Management	IV	<ul style="list-style-type: none"> <li>To Understand the process of talent management.</li> <li>To study the cross-cultural aspects in HR.</li> <li>Understanding the role of IT in Talent Management.</li> </ul>	Talent management process HR relevant cross-cultural management issues & Conflict resolution. The Future of Career Management <b>Role of IT in Talent Management,</b> <b>Contemporary issue in Talent Management.</b>	25	15	1	6	20

#### Evaluation Scheme:

##### A. Internal Exams: Total Marks: 25

The internal testing should be continual and spread over the semester:

Criteria	Mode of Evaluation	Marks
Online Assignment, Literature review <b>AND/OR</b> Case Study.	Scores	10

Project on recruitment agency/recruitment policies of a MNC.	Report with or without presentation	10
Registering to an online portal, Appearing for an interview.	Verification	5
	<b>Total</b>	<b>25</b>

**B. External Exams: Total Marks: 75**

Q.1 is compulsory. 6 out of the remaining to be attempted by the students.

Q.1 Concepts and Definitions	15 Marks
Q.2 Short Notes	10 Marks
Q.3 to Q.8 Long Questions	10 Marks

**References:**

**A. Essential Reading:**

1. Noe, R., Hollenbeck, J., Gerhart, B., & Wright, P, Human Resource Management: Gaining a Competitive Advantage, McGraw-Hill/Irwin, 2008.
2. Practical Journals: Academy of Management Perspectives, Harvard Business Review, 2010.

**B. Additional Reading:**

1. Lance Berger & Dorothy Berger , The Talent Management Handbook – Creating a sustainable competitive advantage by selecting, developing and promoting the best people, Hardcover, 2017.
2. Terry Bickham, Talent Management, Association for Talent Development, 2015.