

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme	Master of Business Administration				Branch/Spec.	Human Resources Management			
Semester	IV				Version	1.0.0.0			
Effective from Academic Year	2021-22				Effective for the batch Admitted in	June 2020			
Subject code	IVA04TMA		Subject Name		TALENT MANAGEMENT				
Teaching scheme					Examination scheme (Marks)				
(Per week)	Lecture (DT)		Practical (Lab.)		Total	CE	SEE	Total	
	L	TU	P	TW					
Credit	04	00	00	00	04	Theory	60	40	100
Hours	04	00	00	00	04	Practical	00	00	00
Pre-requisite:									
Objective:									
The objective of this course is to create awareness and understanding among students about the procuring and managing global talent									
Learning Outcomes:									
On successful completion of the course, the students will be able to:									
IVA04TMA.CO1: Understand approaches and frameworks to attract top talent and create a workplace that enhances organizational appeal.									
IVA04TMA.CO2: Apply engagement and retention strategies that align with organisational culture, rewards, and onboarding practices.									
IVA04TMA.CO3: Apply talent analytics and data-driven performance management to optimize workforce effectiveness.									
IVA04TMA.CO4: Examine leadership development and succession planning strategies for sustained talent growth.									
Theory Syllabus									
Unit	Content								Hrs
1	Attracting Talent Easy-to-Use Approaches to Attract Top Talent, Seven Maxims to Guide Talent Attraction, Creating a Magnetic Workplace That Attracts Talent								15
2	Engaging Talent Preparing Talent Through Onboarding, Essentials of World-Class Onboarding, Designing In boarding (Onboarding for Internal Transfers), How to Build a Culture of Engagement, Transforming Reward Into a Strategic Contributor to Talent Management, Organizational Culture as a Foundation for Retention								15
3	Optimizing Talent Adopting a More Dynamic Approach to Performance Management, Engaging Leaders in Performance Management, Stand Out: Next-Generation Performance Management, Talent Analytics and Reporting, Making Talent Analytics and Reporting a Decision Science, The Age of Big Data and Talent Analytics								15
4	Growing Talent Adapting to Changing Workforce Policy Issues, Talent Building in Motion: More, Better, Sooner, Strategic Performance Learning: How to Rethink Thinking, Building a Leadership Development Strategy, Talent Managers as Change Agent, Action Learning: Simultaneous Development and Succession Planning								15
Exam: Theory 100%, Numerical 0%									
Text Books:									
1	ATD Talent Management Handbook. American Society for Training and Development. Bickham, T. (Ed.). (2015). ATD Publications								
2	One Page Talent Management: With New preface: Eliminating Complexity, Adding Value By Marc Efron and Miriam Ort, Harvard Business Review Press (2018).								
Reference Books:									

1	Reinventing talent management: Principles and practices for the new world of work. Lawler, Edward E., Berrett-Koehler Publishers, 2017.
2	Make your people before you make your products. People Management, Turner, P. A., & Kalman, D., Wiley Publication, 2009.
3	Best practices in talent management: how the world's leading corporations manage, develop, and retain top talent, Goldsmith, Marshall, and Louis Carter, John Wiley & Sons, 2009.
4	Practices for engaging the 21st century workforce: Challenges of talent management in a changing workplace. Castellano, W. G. (2013), FT Press.
5	Aha Moments in Talent Management: A Business Fable with Practical Exercises. Allen, M. (2014). American Society for Training and Development.
6	A Framework for Human Resource Management, Dessler Gary, Pearson Publication 7th Edition.
Online Resources:	

### Mapping of CO with PO and PSO:

Semester 4: Course Name: IVA04TMA TALENT MANAGEMENT							
Course outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
IVA04TMA.CO1	1	3	2	1	3	1	2
IVA04TMA.CO2	3	3	3	2	3	2	2
IVA04TMA.CO3	2	3	3	2	3	0	2
IVA04TMA.CO4	3	3	3	2	3	2	2

Semester 4: Course Name: IVA04TMA TALENT MANAGEMENT			
Course outcomes	PSO1	PSO2	PSO3
IVA04TMA.CO1	3	2	3
IVA04TMA.CO2	3	2	3
IVA04TMA.CO3	3	3	2
IVA04TMA.CO4	3	3	3