

# HRM331 Talent Management

**Level:** 3

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY SEMESTER

## **Synopsis:**

An organisation's success is determined by the performance of its people. Organisations that capture, harness, and develop their human capital will flourish and succeed over the long term. Successful organisations have a clear and all-encompassing approach to managing talent, and are able to link systems, people and processes together to motivate employees to work at their peak, keep them aligned with business and corporate objectives, and build future leaders throughout the enterprise. The focus of this course is to help students develop an understanding and capacity to manage talent. Students learn the tools, strategies, and best practices to effectively manage an organisation's most important resource - people.

## **Topics:**

- Talent management: strategic overview
- Workflows and organisational structure
- Creating a talent management system
- Job analysis
- Job descriptions and person specification
- Talent acquisition
- Talent development
- Leading and managing talent
- Talent retention
- Forecasting potential
- Career pathway design
- Succession planning

## **Textbooks:**

Terry Bickman: ATD Talent Management Handbook American Society for Training & Development  
ISBN-13: 9781562869847-AA

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**Learning Outcome:**

- Analyse frameworks for aligning employees with organisation's strategies, goals and objectives
- Apply theories and principles to talent management issues
- Construct a competencies framework for employees
- Design the tools to manage and develop talent
- Create a talent management system to enhance employee performance
- Critique the talent management system of an organisation

**Assessment Strategies:**

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
PRE-CLASS QUIZ	2
PRE-CLASS QUIZ	3
GROUP BASED ASSIGNMENT	45
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
ECA	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**