

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

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

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

Continuous Assessment Component	Weightage (%)
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
PRE-COURSE QUIZ	1
TUTOR-MARKED ASSIGNMENT	20
GROUP BASED ASSIGNMENT	25
Sub-Total	50

Examinable Component	Weightage (%)
ECA	50
Sub-Total	50

Weightage Total **100**