

**DR MPS GROUP OF INSTITUTIONS
COLLEGE OF BUSINESS STUDIES, AGRA**

INSTRUCTIONAL PLAN (MODIFICATION PROPOSED – SUBJECT TO STUDENTS PARTICIPATION AND INTERACTION)

Faculty : Jyoti Bhaduria

ALLOCATED LECTURES ARE BASED ON STUDENT INTERACTION AND PARTICIPATION. SESSIONS REQUIRED MAY VARY, DEPENDING ON CLASS ATTENDANCE AND STUDENT INVOLVEMENT.

LAST SESSION TOOK 45 LECTURE TO COMPLETE THE SYLLABUS.

Third Semester: _August,2018

Course No. _RMB HR-01 ___ Course Title: __Talent Management

Textbook: (Book Bank – Given to Student)

1. Dessler Gary, A Framework for Human Resource Management, Pearson Publication, 7th edition

Other specific books:(Reference)

1. Rao VSP, Human Resource Management, Vikas Publishing, New Delhi

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

Robbins SP, Timothy A, Judge• & Sanghi Seema, Organizational Behaviour, Pearson Education, New Delhi ,13th edition. Lance A Berger, Dorothy R Berger, Talent Management Hand Book, McGraw Hill• Hasan, M., Singh, A. K., Dhamija, S. (eds.), Talent management in India: Challenges and• opportunities, Atlantic Publication

Lecture No. Each Lecture of min. 45 minutes duration	Topic	Chapters/ Sections of Textbook/ other reference ¹	Assignment/ Task to be assigned to students		Pedagogical aid Demonstration/ case study/ images/ animations etc.
			DOA	DOS	
Unit 1 1-2	Talent management, introduction meaning objectives				Text book
3	Role of talent management in building sustainable competitive advantage to a firm.				Text book
4	Key process of talent management				Text book
5	Recruitment selection				Text book
6	Human resource planning				Text book
7	Talent vs knowledge people.		A1		Text book
8	Consequences of failure in managing talent.				Text boo
9	Some suggestive tools for managing talent.				Text book
10 Unit 2	Job analysis				PPT

11-12 Unit 2	Developing questionnaires				PPT
13-14	Developing job description and job specification.				PPT
15-16	Evaluation of factors affecting HRP .				PPT
17-18	Strategic view of recruitment and selection.				PPT
19	Talent acquisition trends , management solutions.				PPT
20-2 Unit-3 1	Preparation of recruitment plan, E- recruitment		A3		Case Study
22-23	How to use job portals.				PPT
24-25	Formulation of recruitment strategy.				PPT
26-27	Use of assessment centers				PPT
28	Reliability and validity test				PPT
29	Choosing the types of interviews.				PPT
30 Unit-4	Concept of employee retention.		A4		Case Study
31	Managing voluntary turnover				Internet (self notes)
32	Dealing with job withdrawals.				Internet (self notes)
33-34	Strategic compensation plan for talent engagement.		A5		Internet (self notes)
35	Defining the elements of total rewards.				Internet (self notes)
36-37	Integrated rewards.				Internet (self notes)
38-39	Sustainable talent management and Reward model.				Internet (self notes)
40- 41Unit- 5	Human resource audits				Internet (self notes)
42-43	Human resource information system.				Internet (self notes)
44	Human resource accounting.,				Internet (self notes)
45	Contemporary talent management issues and challenges.		A6		Self notes(Internet)

Scheme for Class Assessment: (out of 50) :

Component	Frequency	Marks out of 50
Attendance	Continuous	10
Assignments	Twice	10
Term paper	Twice	30

P.S.:

No class notes or handouts will be given, as all the classes will be based on analytical interaction. Students are expected to come prepared in class with their own understanding and notes written by themselves based on suggested chapter readings.