

## INDIAN INSTITUTE OF TECHNOLOGY ROORKEE

**NAME OF DEPARTMENT/CENTRE:** Department of Management Studies

1. **Subject Code:** BMN-644                      **Course Title:** Talent Acquisition and Management
2. **Contact Hours:**                      **L:** 3                                      **T:** 0                                      **P:** 0
3. **Examination Duration (Hrs.):**      **Theory:** 2                              **Practical:** 0
4. **Relative Weightage:**    **CWS:** 50      **PRS:** 0      **MTE:** 0      **ETE:** 50      **PRE:** 0
5. **Credits:** 1.5                                      **6. Term:** IV/V/VI/VII
7. **Pre-requisite:** Nil                                      **8. Subject Area:** PEC
9. **Objective:** To familiarize the Students with Talent Management and help them understand the Acquisition, Retention, Development and Compensation practices also enhances understanding of the Talent Management Practices in India, USA, Europe and Asia.

### 10. Details of the Course

S.No.	Contents	Contact hours
1.	Introduction to Talent Acquisition Attracting Talent Easy to approach Top Talent ,Creating Work place to attract Talent	2
2.	Six Principles of Talent Management, Role satisfaction and psychological empowerment as determinants of Talent Management	2
3.	Nurturing Talent Leadership for Talent Management, Engaging Talent Preparing Talent through on Boarding World-class Talent Management Practices	2
4.	The Secrets of Leadership and Talent Management- Talent Management Leadership Differentiating different Leadership Styles, Leadership for Talent Employees	2
5.	Dynamic Approach to Talent Management, Talent Analytics Understanding and Motivation, Talent Success Drivers	2
6.	Trends and Comparison of Hr Practices Across Asia, Europe and USA, Growing Talent Adapting Changing Workforce, Talent Bidding	2
7.	Talent Engagement, Talent Mobility, Big Data _Talent Analytics, Embedding and sustaining Talent Power.	2
8.	Employment to Consultation, Impact of Globalization on Talent Management	2
9.	Talent Enhancement & Drivers of Success, Model of Integrated Talent Management	2
10.	Building sustainable talent through Talent Management, Feeling and Sentiments analysis, Talent powered Organization, Critical Issues in Talent Management Organizational Culture-Sustainable Talent and Talent Retention	3
<b>Total</b>		<b>21</b>

## 11. Suggested Books:

<b>S.No.</b>	<b>Name of Authors/Book/Publisher</b>	<b>Year of Publication / Reprint</b>
1.	Lance A. Berger & Dorothy R. Berger, Talent Management Handbook (Third Edition), McGraw-Hill Education, USA.	2018
2.	Terry Bickham, (Editor), Talent Management Handbook, Viva Books Private Limited, India.	2017
3.	Robert F. Silzer& Ben Dowell (Editors), Strategy Driven Talent Management: A Leadership Imperative, Jossey-Bass Inprint, USA.	2010
4.	Peter Cheese, Robert J Thomas and Elizabeth Craig, The Talent Powered Organization: Strategies for Globalization, Talent Management and High Performance, British Library Cataloguing-in-Publication Data, USA.	2008