

# INTERNATIONAL MANAGEMENT INSTITUTE, BHUBANESWAR

Post Graduate Diploma in Management (PGDM-PT)

Talent Management

CREDIT: Full (Two credits)

SESSION DURATION: 90 Minutes

YEAR: 2019

FACULTY: Dr. Kapil Pandla

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Office hours: 9.30 AM – 5.30 PM

## Course Introduction

The course focuses on understanding the concepts of talent and talent management. This course will also help the students to understand why talent management is important and how it can lead to high performing culture.

## Learning Outcomes

- To understand concepts of talent management (LO1)
- To understand talent acquisition (LO2)
- To acquire skills related to assessment of talent (LO3)
- To learn development through talent management programme (LO4)
- To understand way to retain talent (LO5)
- To know how to build High Performance workplace through talent management programme (LO6)

Evaluation Scheme		
	Class Participation	10
	Blog	20
	Project	20
	Presentation	10
	End Term	40

	Total	100
<b>Pedagogic tools</b>	Lecture and Discussions	

### Text book (TB)

- Joshi, G. & Vohra, V., 'Talent Management, Cengage, 2018

### Reference books (RB)

- Berger, L.A. & Berger, D.R., 'The Talent Management Handbook, Third Edition, Mc Graw Hill

### Session Plan

Session No	Topics	Learning Outcomes	Pedagogy and activity	Pre readings/ Case Study
1-2	Introduction to Talent Management	LO1	Lecture	TB, Ch-1
3-4	Talent Acquisition: Attracting and Recruitment	LO2	Lecture	TB, Ch-2
5	Assessment Centres for Talent Acquisition	LO3	Lecture	TB, Ch-3
6	Talent Development through Competency Development	LO4	Lecture	TB, Ch-4
7	Managing Performance and potential of key talent	LO5	Lecture	TB, Ch-6
8-9	Attractive Compensation and Reward Management	LO5	Lecture	TB, Ch-8
10-11	Talent Enhancement: Coaching, Training, Education and	LO4	Lecture	RB, Part III Program 2

	Development			
12-13	Using Talent Management to build a High-Performance Workplace	LO6	Lecture	RB, Part I

## Project Work

### Talent Management

#### Purpose

The purpose of this assignment is

- a) To broaden your knowledge of a specific topic
- b) To help you gain experience in gathering, interpreting, and documenting information, developing and organizing ideas and conclusions and communicating them effectively in the form of paper
- c) To apply the concept learnt in the class

#### What to do

Compare and analyse Talent Management Programme of any two competing firms.

#### Style of Project of Report

**Cover Page** – Your name and title should go on the first page immediately before the beginning of the text you have written

**Margin** – 1 inch      **Font** – Arial/ Times New Roman 10/12

**Spacing**- 1.5

**References** : APA Style

For example

Eder, P., & Eisenberger, R. (2008). Perceived Organisational Support: Reducing the Negative Influence of Co-worker Withdrawal Behaviour. *Journal of Management*, 34, 55-68

Length of the Paper : 1000-1500 words

**Deadlines**

What you must do	What you must produce	When it is due
1. Select the companies	A proposal paragraph	Friday of second week of the term
2. Prepare final paper alongwith bibliography	Final Paper / case study (Soft Copy)	Friday of second last week of the term
3. Presentation	Powerpoint presentation	Last 2 sessions

**Scoring Rubric for Project**

Level of Achievement	Report	Presentation
<b>Exemplary</b>	<ul style="list-style-type: none"> <li>•Addresses the issues.</li> <li>•Presents arguments in a logical order.</li> <li>•Uses acceptable style and grammar (no errors).</li> <li>•Backs conclusions with data and warrants</li> </ul>	<ul style="list-style-type: none"> <li>• No error in PPTs</li> <li>• Teamwork and excellent display of communication skills</li> <li>• Excellent handling of Q &amp; A</li> </ul>
<b>Very Good</b>	<ul style="list-style-type: none"> <li>•Does not address the issue explicitly, although does so tangentially.</li> <li>•States a relevant and justifiable presentation.</li> <li>•Presents arguments in a logical order.</li> <li>•Uses acceptable style and grammar {one or two error(s)}.</li> </ul>	<ul style="list-style-type: none"> <li>•Demonstrates accurate but only adequate understanding of the question because does not back conclusions with warrants and data.</li> </ul>
<b>Good</b>	<ul style="list-style-type: none"> <li>• Address the issue ambiguously</li> <li>• Presents arguments in a less logical order.</li> <li>•• Fails to use acceptable style and grammar (two or more errors).</li> </ul>	<ul style="list-style-type: none"> <li>•_Okay kind of presentation</li> <li>•Less thorough than above.</li> <li>•Missing links in presentation.</li> <li>•Poor flow</li> </ul>
<b>Needs</b>	<ul style="list-style-type: none"> <li>•Does not address the question.</li> </ul>	<ul style="list-style-type: none"> <li>•Does not demonstrate accurate</li> </ul>

<b>Improvement</b>	<ul style="list-style-type: none"> <li>•States no relevant answers.</li> <li>•Indicates misconceptions.</li> <li>•Is not clearly or logically organized.</li> </ul>	<ul style="list-style-type: none"> <li>understanding of the Q &amp; A.</li> <li>•presentation not in order.</li> <li>• No flow</li> </ul>
<b>Exposed</b>	Many things mentioned above are missing and contents are unrelated /irrelevant	•Irrelevant material and poorly designed presentation

## Description of Mid Term and End Term Examination

Situation/ Application based questions will be asked to check how much you are able to apply the knowledge you have learnt in the class room.

### Plagiarism

We are committed to upholding the highest standards of academic integrity and honesty. Plagiarism is the use of or presentation of ideas, works that are not one's own and which are not common knowledge, without granting credit to the originator. You may refer the already available content just for your reference and to get the basic ideas. Only 20% of such content is acceptable, above that comes under the definition of Plagiarism which is unacceptable in IMI and will be treated seriously. All such cases will be referred to the appropriate body of the Institute for suitable disciplinary action.

### Make up Examination

As per IMI rules mentioned in Student's Handbook

### Grading Policy

As per IMI policy