TALENT ACQUISITION AND MANAGEMENT

PROF S. RANGNEKAR
Department of Management
IIT Roorkee

PRE-REQUISITES : 12th Pass

INTENDED AUDIENCE : BBA/ MBA/ Ph D / Executives of Organizations/ QIP candidates/ Faculty /officers of Administration of Government Organizations

INDUSTRIES APPLICABLE TO : All Private and Public Organisations(PSUs)/NGO

COURSE OUTLINE :

• To familiarize the Students with Talent Management

• To help them understand the Acquisition, Retention, Development and Compensation practices

• To enhance understanding of the talent Management practices

• Understanding talent Management Practices in India, USA ,Europe and Asia

Course Learning Outcomes

By the end of the course the student should be able to:

• Understand and explain talent Management practices in India and Global level.

• Understand and explain How to Acquire and retain talent.

• Understand the interplay between various aspects of Talent Acquisition, retention and development of talent.

• Understand and appreciate the role manager to manage talent

• Develop the competence required to work effectively by Star employees

• Appreciate the organizational context and apply relevant contemporary organizational practices to connect the talent

• Differentiate between the various challenges and issues to manage young talented employees.

• Analyze and appreciate the role of HR Manager for managing the star performers context

Methodology/Pedagogy:The course will be primarily based on interactive lectures, discussions and class exercises. Case studies and simulation techniques will also be extensively used in the class to illustrate concepts and practices and to help students develop the necessary skills required for Talent Management.

ABOUT INSTRUCTOR :

Prof. Teaching
1.Managerial Practices,
2.Organizational Behavior,
3.Human Resource management,
4.Technology Management,
5.Management ofInterpersonal Dynamics,
6.Knowledge Management,
Training
Conducted more than 100 Training Programs worth more than 2 cr.
1. UJVNL , Uttarakhand, 50 Lacs Orientation program.
2. BHEL, Haridwar since last Three Years conducted more than 50 Training Programs.
3. National Council Member of ISTD (Indian Society for Training and Development) and Founder secretary of Indore and Dehradun Chapters of ISTD.
4. Conducted more than 100 MDPs ForMiddle and Senior level Executives of Everest Group, Ambuja Cement, Godrej Industries, Power Finance Corporation, Damodar Valley Corporation, Rajasthan Rajya Vidyut Prasaran Nigam Limited, etc.
Research
Ph. D.
 19 Ph D awarded.
 10 Pursuing
Publications:131[Journals: 68 Conferences: 49 Books: 02 Magazine: 01 Publications in Text Books: 03 Edited Books: 02 Book review: 06]
Consultancy
1.PI in project entitled An Empirical Study on Proximant Determinants of Creation of Intellectual Property (IP) in Uttarakhand worth Rs 2.6 lakh
2. Co PI in number of Projects worth more than Rs. 7 cr.
3. HRD Projects and Training Program worth over Rs. 50 Lacs
International Visits
1. Organized Three National Conferences in 2012, 2013 and 2014one One International Conference .
2. Attended conferences at Boston University, Boston, USA; Stevens Institute of Management, NJ, USA; Hanyang University, Seoul, Korea; Keio University, Japan; Charulongkorn University, Thailand; Western Sydney University, Australia; London Management School, London, UK; Yildis University, Istanbul, Turkey; Wien University, Vienna, Austria;
3.Visited Harvard Business School entrepreneurship Cell: (for project On Entrepreneurship)
talent through Talent Management

COURSE PLAN:

Week 1:
Module 1 :Introduction To Talent Acquisition & Management
Module 2 :Introduction To Talent Acquisition & Management-I
Module 3 :Introduction To Talent Acquisition & Management -II
Module 4 :Introduction To Talent Acquisition & Management-III
Module 5 :Nurturing the Leaders of Tomorrow
Week 2:
Module 1:Talent Acquisition
Module 2:Talent Acquisition Practices -Infosys
Module 3:Talent Acquisition Practices -FedEx
Module 4:Talent Acquisition Practices -IBM
Module 5:Talent Acquisition Practices -Google
Week 3:
Module 1:Introduction to psychometric test
Module 2:Six Principle of Talent Management
Module 3:Employee Engagement
Module 4:Employee Brand
Module 5:Employee Retention
Week 4:
Module 1:Zinger Model
Module 2:Integrated Talent Management Process-I
Module 3:Integrated Talent Management Process-II
Module 4:Global Talent Management drivers -I
Module 5:Global Talent Management drivers -II

Week 5:
Module 1:Global Leadership Competencies -I
Module 2:Global Leadership Competencies -II
Module 3:Global Leadership Competencies –III
Module 4:Global Leadership Competencies -IV
Module 5:Talent Analytics
Week 6:
Module 1:Talent Management Challenges
Module 2:Talent Development
Module 3:Talent Enhancement
Module 4:Talent Mobility
Module 5:Rewards In Talent Management
Week 7:
Module 1:Integrated Talent management Models -I
Module 2:Integrated Talent management Models -II
Module 3:Reward Strategy for Talent Management -I
Module 4:Reward Strategy for Talent Management -II
Module 5:Coaching and Development
Week 8:
Module 1:Talent Development -I
Module 2:Talent Development -II
Module 3:Talent Development -III
Module 4:Meta -Analysis -Talent Analytics -I
Module 5:Meta -Analysis -Talent Analytics -II
Week 9:
Module 1:Organization Cultural -I
Module 2:Organization Cultural -II
Module 3:Organization Cultural -III
Module 4:Coaching with Compassion -I
Module 5:Coaching with Compassion -II
Week 10:
Module 1:Talent Success Drivers
Module 2:Talent Acquisition Strategy -I
Module 3:Talent Acquisition Strategy -II
Module 4:Talent Management _Pepsi Co -I
Module 5:Talent Management Pepsi Co-II
Week 11:
Module 1:Automated Screening _Talent Analytics
Module 2:Big Data _Talent Analytics
Module 3:Management in the New Economy
Module 4:Employment to Consultation
Module 5:Embedding and sustaining Talent Power
Week 12:
Module 1:Talent Enhancement & Drivers of Success
Module 2:Building sustainable talent through Talent Management
Module 3:Talent powered Organization
Module 4:Critical Issues in Talent Management
Module 5:Feeling and Sentiments analysis