EMO101   Hiring and Talent Management   **2 Credits**

Prerequisites for the course	A core course in Human Resource Management	
Objective:	To introduce the concepts and tools of Hiring and Talent Management	
Content:	**Effective Hiring** Talent Acquisition: Identification of Talent; Sources of Talent; Recruitment, Selection; Screening; Selection methods, Person-job fit; Ethics; Impact on individual, team, and organizational effectiveness.	8Hours
	Assessment Centres : Role in Hiring and Talent Management; Psychometric Testing Tools;	4 Hours
	Talent management Career Management & Succession Planning; Employee Attrition and Role of Employee Career Paths; Career Development in a Changing Environment; Mentoring for Employee Development; Flexible Working Practices ; Talent Retention,	7 Hours
	Communication & Leadership: Integration of Human Capital Systems; Attracting and retaining high performers; Utilizing and managing excess manpower	5 Hours
Pedagogy:	Lectures/ tutorials/laboratory work/ field work/ outreach activities/ project work/ vocational training/viva/ seminars/ term papers/assignments/ presentations/ self-study/ Case Studies etc. or a combination of some of these. Sessions shall be interactive in nature to enable peer group learning.	
References/Readings	1. Berger & Berger, Talent Management Handbook, McGraw Hill Publishing, latest edition. 2. D Arthur 'Recruiting, Interviewing, Selecting & Orienting New employees', Prentice Hall India, latest edition, 3. R Edenborough 'Assessment Methods in Recruitment, Selection & Performance', Kogan Page , Latest edition	
Learning Outcomes	An ability to hire and manage talent in Organisations	