

Talent Sourcing & Acquisition

Course Objectives

Increasingly, the one true competitive advantage an organization possesses is its ability to manage its pool of talent. This course will help students broaden their knowledge in the wide-sweeping area of talent management. It also aims at providing an insight on Talent management strategies & ways of talent retention in the changing competitive environment.

Syllabus

Identifying requirement needs through all stages of talent sourcing and acquisition and then talent retention and identifying the returns on talent to an organization.

Expected Outcome

Upon completion of this course, the students will be able to:

1. Examine strategies to fill critical needs identified through a gap analysis
 2. Identify key requirements to attract and acquire skilled talent
 3. Explore best practices for developing talent
 4. Understand the key elements to engage and retain skilled resources
 5. Examine HR metrics and measures of success for talent management strategy
- References
6. Shukla R. Talent management: Process of developing & integrating skilled worker. Global India Publications
 7. Hasan M , Singh A & Dhamija S.Talent management in India: Challenges & opportunities. Atlantic Publishers & Distributor.
 8. Cheese, Peter, Robert J Thomas and Elizabeth Craig, The Talent Powered Organization, Kogan Page Ltd.
 9. Stringer, Hank & Rusty Rueff, Talent Force: A New Manifesto for the Human Side of Business, Pearson Education, Prentice Hall Upper Saddle River, New Jersey
 10. Sears David, Successful Talent Strategies, American Management Association, AMACOM, Press, New York
 11. Lawyer III, Edward E, Talent: Making People your Competitive Advantage, Dave Ulrich, JosseyBass, A Wiley Imprint
 12. Phillips, Jack J, Lisa Edwards, Managing Talent Retention, An ROI Approach, Pfeiffer, A Wiley Imprint

13. David, Tony, Maggie Cutt, Neil Flynn, Peter Mowl and Simon Orme, Talent Assessment, Gower Publishing Ltd., Hampshire Ltd.

14. Shally Steckerl: The Talent Sourcing & Recruitment Handbook: Source Better, Smarter, Faster & Cheaper Than the Competition, Weddle's.

15. Ann W. Sholar: The Talent Sourcing and Recruitment Handbook , CreateSpace Independent Publishing Platform.

16. Lance Berger and Dorothy Berger: The Talent Management Handbook: Creating a Sustainable Competitive Advantage by Selecting, Developing, and Promoting the Best People, McGraw Hill Education (India) Private Limited.

17. Jack J Philips and Lisa Edwards: Managing Talent Retention: An ROI Approach, Pfeiffer.

COURSE PLAN

1 Overview of Talent identification, Sourcing and development: Glimpse of recruitment industry in India; Necessary skills mapping; Identifying talent needs; Sourcing talent; Developing talent, deployment of talent; Establishing talent management system; Offer management; Role of HR in talent management.

2 Understanding the Job Requisitions: Job Requisition Understanding and Meeting with Clients/Hiring Managers; Managing Different types of Clients/Hiring Managers; Maintaining relationships with the clients/Hiring Managers; Understanding Resumes; IT and Sourcing (Selecting Keywords, Understanding how Search Engine/Databases work, Basics of Boolean Search, Designing a Sourcing Toolkit); Social Media for Talent Sourcing (Linkedin, FaceBook, Twitter, Online Talent communities) ; Online employer branding. Reference checks, using social media behaviour.

First Internal Examination

3 Talent acquisition: Recruitment and selection strategies; Career planning and management; Succession planning; Socialization and induction of new employees; Training and development; Executive development program.

4 Talent Retention Cost and consequences of talent departure; Diagnosing causes of talent departure (exit interview);Measuring and monitoring turnover and retention data; Designing engagement strategies; Drivers of engagements.

Second Internal Examination

5 ROI of Talent: Measuring contribution of talent to business performance; Talent metrics; Measuring human capital investment; Transformation and reorganization of HR, new imperatives; Talent forces of tomorrow.

Final Examination