

PSY-430: Talent Acquisition And Management (3 CHs)

Prerequisite: Organizational Psychology

Course Description:

This course provides an overview of talent attraction and management, which involves the process of recruiting, selecting, and developing employees. The course will cover topics such as job analysis, recruitment strategies, employee selection, training and development, and performance management.

Course Objectives:

This course will facilitate students to:

- Develop understanding of the principles of talent attraction and management
- Develop understanding about psychological factors in employee recruitment and selection
- Develop understanding of the concept and theories on psychology in talent management
- Develop critical thinking skills for evaluating different talent management strategies

Course Outcomes:

Students will be able to

- Identify and analyze the factors that influence employee behavior in organizations.
- Apply the principles of talent attraction and management to their own practice.
- Evaluate the effectiveness of different talent management strategies.
- Communicate effectively in organizational settings.

Course Content:

- Introduction to Talent Attraction and Management
- Job Analysis and Design
- Recruitment Strategies
- Employee Selection (behavioral interviewing, assessment)
- Onboarding and Socialization
- Training and Development
- Performance Management
- Career Development and Succession Planning
- Employee Engagement and Retention
- Diversity and Inclusion in Talent Management

- Talent Management in Global Context
- Emerging Trends in Talent Attraction and Management
- Legal and Ethical Issues in Talent Management

Reference Books:

- Cascio, W. F. (2018). Managing human resources: Productivity, quality of work life, profits. McGraw-Hill Education.
- Goldsmith, M., Carter, L., & Institute, L. (2010). Best practices in talent management: How the world's leading corporations manage, develop, and retain top talent. John Wiley & Sons.
- Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2017). Human resource management: Gaining a competitive advantage. McGraw-Hill Education.
- Phillips, J. J., & Edwards, T. (2018). Talent management and succession planning. Routledge.
- Silzer, R., & Dowell, B. E. (2010). Strategy-driven talent management: A leadership imperative. John Wiley & Sons.