



**WAVOO WAJEEHA WOMEN'S COLLEGE
OF ARTS & SCIENCE - KAYALPATNAM**
(Affiliated to Manonmaniam Sundaranar University, Tirunelveli)

Run by : Wavoo SAR Educational Trust
(minority institution)



ADD-ON COURSE

CourseTitle: Talent Management Skills	Department: Business Administration (BBA)	
Total Hours: 30 hours	Credits: 2	
CoursePre-requisites/Co-requisites	Basic knowledge of HR	
Objectives:	<ul style="list-style-type: none"> ➤ Understanding the talents hidden in an individual ➤ Application of skills required for suitable jobs ➤ Build critical thinking skills in different working structure 	
Expected LearningOutcome :	ModuleNo.1	Introduction to Talent Management 6 Hours
Oncompletionofthecourse,students will havethe abilityto <ul style="list-style-type: none"> ➤ Develop and initiate skills required for corporate world ➤ Adapt suitable style in organization they poses ➤ Enhance and apply the acquired skills in their required area 		
ModuleNo.2	HRP	6Hours
Introduction to talent management- talent management process – skill implication for talent management.		
ModuleNo.3	Talent Acquisition	6Hours
HR planning – Recruitment meaning – Process of recruitment – selection – Phases of selection		
Talent acquisition – Aptitude test - attending Psychometric test – Reasoning test – attitude tests – developing core competencies		

ModuleNo.4	Skill Acquisition	6Hours										
Presentation skills – communication skills – leadership skills – self branding skills												
ModuleNo.5	Talent Management	6Hours										
Role-based capabilities – career path ways – current trends in talent acquisition												
TextBooks <ol style="list-style-type: none"> 1. Louis L. Carter, Marshall Goldsmith, “Best Practices in Talent Management: How the World’s Leading Corporations Manage, Develop, and Retain Top Talent”, The best practices Institute, 2009. 2. David Rohlander, “Management Skills”, Alpha,2014. 3. JyotirMayee Choudhury Dr., “A Textbook of Human Resource Planning (HRP 2)”, Kindle Edition, 2018. 												
References <ol style="list-style-type: none"> 1.Lance A. Burger, Dorothy R. Berger, “The Talent Management Handbook”, McGraw Hill LLC, 2003. 2. RahmathAmeena Begum S.A., “Management Skill Development”, Charulatha Publication, 2019. 												
WebReferences <ol style="list-style-type: none"> 1. https://www.shrm.org/resourcesandtools/tools-and-samples/pages/what-is-talent-acquisition.aspx 2. https://www.scienceforsport.com/skill-acquisition/ 3. https://www.spiceworks.com/hr/talent-management/articles/what-is-talent-management/ 												
Mode ofEvaluation	ContinuousAssessmentTests-100%, <table> <tr> <td>Assessment Test-1</td> <td>20%</td> </tr> <tr> <td>Assessment Test-2</td> <td>20%</td> </tr> <tr> <td>Assessment Test-3</td> <td>20%</td> </tr> <tr> <td>Assessment Test-4</td> <td>20%</td> </tr> <tr> <td>Assessment Test-5</td> <td>20%</td> </tr> </table>		Assessment Test-1	20%	Assessment Test-2	20%	Assessment Test-3	20%	Assessment Test-4	20%	Assessment Test-5	20%
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CourseCoordinator& Instructor 1	Mrs.A.AyshaMuzammila,Asst.Prof, Department of Business Administration											
CourseInstructor 2 Course Advisor	Mrs. S.A.RahmathAmeena Begum, Head &Asst.Prof, Department of Business Administration Miss. V.P.Anusuya Asst.Prof, Department of Business Administration											