



M.S. in Human Resources

HR 660: Talent Management

Course Description:

Analyzes the processes of selecting, developing and maintaining talent within an organization. The course focuses on how the workforce is built and maintained to enhance productivity and effectively implement business strategy. Examines the activities of identifying, attracting, and acquiring the optimum human assets who best fit the work needs and the organizational culture and who will enhance innovation and decision-making. Examines the processes by which human assets are retained and integrated into a firm's operations so that cooperation and collaboration are maximized.

This course has been designed to align with particular HR content areas, personal competencies, and business/policy knowledge applications recommended by the Society for Human Resource Management (SHRM) in their Graduate HR Curriculum Guidelines

Learning Objectives:

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

- 1.) Examine the process of linking talent management and training objectives to organizational goals in order to gain a competitive advantage through talent.
- 2.) Analyze the process for crafting a talent brand, accessing talent channels, and developing an effective onboarding model.
- 3.) Examine the process for identifying and developing high potential talent.
- 4.) Analyze behavior change theories and its impact on talent management processes.
- 5.) Examine the role of leadership related to managing talent pools and the talent review process.
- 6.) Analyze the talent assessment and employee performance management process.
- 7.) Examine the process of developing function expertise, setting and measuring talent management objectives.
- 8.) Evaluate the management process and model for global talent management and understand how to develop successful workforce diversity strategies to enhance organizational talent and drive business results.
- 9.) Examine talent management concepts from the Chief Human Resources perspective.
- 10.) Analyze the organizational benefits of strategy-driven talent management and building a sustainable process. Identify the basic approaches to HR planning and how they relate to corporate strategy.