

HR 614: Talent Acquisition and Retention

Course Description:

This course explores at the graduate level the competitive forces, theories and methods of organization recruitment, selection, and retention. The course material addresses staffing models and strategy, staffing support systems (legal compliance, planning, job analysis, and rewards), core staffing systems (recruitment, selection, employment), and retention management. Learning is accomplished through class discussion, case studies and assessments.

* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

Learning Objectives:

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

- 1) Articulate the driving forces influencing the business case for flexible staffing and retention systems
- 2) Understand the legal landscape impacting recruiting and selection practices
- 3) Create a workforce plan to achieve strategic talent requirements, considering make vs. buy factors
- 4) Conduct a job analysis and develop core competency structure
- 5) Develop sourcing strategies and recruit internal and external talent
- 6) Apply decision-making models to talent selection processes
- 7) Understand and communicate the business case for staffing, selection, and retention systems
- 8) Create a talent retention strategy and design a talent retention system