TALENT ACQUISITION AND MANAGEMENT

PROF S. RANGNEKAR
Department of Management
IIT Roorkee

TYPE OF COURSE : New | Core | UG/PG
COURSE DURATION : 12 Weeks (18 Jan’ 21 - 09 Apr’ 21)
EXAM DATE : 24 Apr 2021

PRE-REQUISITES : 12th Pass
INTENDED AUDIENCE : BBA/ MBA/ Ph D / Executives of Organizations/ QIP candidates/ Faculty / officers of Administration of Government Organizations
INDUSTRIES APPLICABLE TO : All Private and Public Organisations(PSUs)/NGO

COURSE OUTLINE :
The course will be primarily based on interactive lectures, discussions and class exercises. Case studies and simulation techniques will also be extensively used in the class to illustrate concepts and practices and to help students develop the necessary skills required for Talent Management.

ABOUT INSTRUCTOR :
R. Santosh Rangnekar is working as Professor at Indian Institute of Technology, Roorkee. He is having 30+ years experience in reputed industries and academics like Raymond Ltd. Bombay (J.K. Engineers files,Pithampur), Shriram Group of Industries (SIEL, Delhi), The Hukamchand Mills Limited Indore, Prestige Institute of Management and Research, Indore, IIITM, Gwalior (Indian Institute of Information Technology and Management, Gwalior) and Department of Management Studies IIT Roorkee. Dr. Santosh Rangnekar studied at Indore and obtained Ph.D., M.B.A. (H.R.M.) from Devi Ahilya Viswavidyalay, Indore. He has also studied LL.B. (Hons) from Indore and Post -Graduate Diploma In Personnel Management and Industrial Relations from Vikram University of Ujjain.

COURSE PLAN :

Week 1: Module 1 :Introduction To Talent Acquisition & Management • Module 2 :Introduction To Talent Acquisition & Management-I • Module 3 :Introduction To Talent Acquisition & Management -II • Module 4 :Introduction To Talent Acquisition & Management-III • Module 5 :Nurturing the Leaders of Tomorrow


Week 3: Module 1:Introduction to psychometric test • Module 2:Six Principle of Talent Management • Module 3:Employee Engagement • Module 4:Employee Brand • Module 5:Employee Retention


Week 5: Module 1:Global Leadership Competencies -I • Module 2:Global Leadership Competencies -II • Module 3:Global Leadership Competencies –III • Module 4:Global Leadership Competencies -IV • Module 5:Talent Analytics

Week 6: Module 1:Talent Management Challenges • Module 2:Talent Development • Module 3:Talent Enhancement • Module 4:Talent Mobility • Module 5:Rewards In Talent Management


Week 8: Module 1:Talent Development -I • Module 2:Talent Development -II • Module 3:Talent Development -III • Module 4:Meta -Analysis -Talent Analytics -I • Module 5:Meta -Analysis -Talent Analytics -II

Week 9: Module 1:Organization Cultural -I • Module 2:Organization Cultural -II • Module 3:Organization Cultural -III • Module 4:Coaching with Compassion -I • Module 5:Coaching with Compassion -II

Week 10: Module 1:Talent Success Drivers • Module 2:Talent Acquisition Strategy -I • Module 3:Talent Acquisition Strategy -II • Module 4:Talent Management _Pepsi Co -I • Module 5:Talent Management Pepsi Co-II

Week 11: Module 1:Automated Screening _Talent Analytics • Module 2:Big Data _Talent Analytics • Module 3:Management in the New Economy • Module 4:Employment to Consultation • Module 5:Embedding and sustaining Talent Power

Week 12: Module 1:Talent Enhancement & Drivers of Success • Module 2:Building sustainable talent through Talent Management • Module 3:Talent powered Organization • Module 4:Critical Issues in Talent Management • Module 5:Feeling and Sentiments analysis