|  |  |
| --- | --- |
| **Course Title** | Managing People & Human Talent |
| **Course Code** | TMBA – 130 |
| **Course Type** | This course is a Requirement |
| **Level** | Master (2nd Cycle) |
| **Year/Semester** | Year 1, A’ or B’ Semester |
| **Teacher’s Name** | Dr Panicos Constanti / Dr Nicos Anastasiou  |
| **ECTS** | 6 | **Lectures/weeks** | 3 | **Laboratories/weeks** |  |
| **Course Purpose and Objectives** | Companies view talent as competitive resource and thus strategically seek to acquire, engage, develop, and retain talent. This course exposes students to methods and practices to acquire, engage, and develop talent as well as how leaders can develop within an organization.Students are expected to:* Understand the theoretical underpinnings and the practices associated with attracting, developing and retaining talents at the workplace;
* Be familiarized with the complexity of ‘real world’ experiences of managing talent in different organizational settings;
* Comprehend the dynamics of workforce diversity;
* Understand human resource management.
 |
| **Learning Outcomes** | Upon completion of this course students will be able to:1. Demonstrate an understanding of the practices used by organizations to attract, engage, develop, and retain talent across cultural settings;
2. Appraise the impact of culture, gender, and age difference in today’s workforce as demonstrated by real world experiences;
3. Implement ethical leadership practices relating to Talent Management as demonstrated by analysis of actual examples within organizations;
4. Acquire post - graduate knowledge in the area of Human Resource leadership as applied to Talent Management within organizations;
5. Synthesize and practically apply the various strands of learning related to Talent Management within their overall program of study.
 |
| **Prerequisites** | None | **Required** | MBA |
| **Course Content** | 1. Talent in Organizations
2. Global Talent Management
3. Attracting Talent
4. Assessing Talent
5. Engaging Talent
6. Developing Talent
7. Performance Management
8. Talent Analytics
9. Leadership Development
10. Leading Strategic Change
 |
| **Teaching Methodology** | Faculty members select one or a combination (according to thematic area and expected learning outcomes) of the following teaching methods in order to achieve the learning outcomes of the course: lectures, workshops, seminars, individual or group case - studies and exercises, debates, demonstrations and discussion, educational visits, digital learning, flip learning method, coaching - mentoring, project - based learning method, work-based learning method, presentations by visitors etc. |
| **Mode of delivery** | Face to face |
| **Bibliography** | **Required** |
| Bauer, T., Erdogan, B., Caughlin, E., and Truxillo, D. (2020) Human Resource Management: People, Data, and Analytics. London: Sage. ISBN-13: 978-1544377728. |
| **Recommended** |
| Scullion, H., and Caliguiri, P., and Collins, D.,(2018)Global Talent Management; 2nd Edition; New York and London: Routledge; ISBN-13: 978-1138712454.Wilcox, M. (2016) Effective Talent Management: Aligning Strategy, People and Performance. New York and London: Routledge;ISBN-13: 978-1472464316.  |
| **Assessment** | The following assessment methods are employed to assess this course:

|  |  |
| --- | --- |
| 30 – 50 % | Final Exam |
| 20 – 40 % | Mid –Term / Tests / Quizzes |
| 10 – 30 % | Assignments / Projects |
|  0 – 10 % | Class Attendance & Participation |

 |
| **Language** | English |