

TALENT AND KNOWLEDGE MANAGEMENT

III Semester: MBA								
Course Code	Category	Hours/Week			Credits	Maximum Marks		
CMBB61	Elective	L	T	P	C	CIA	SEE	Total
		4	0	-	4	30	70	100
Contact Classes:45	Tutorial Classes: Nil	Practical Classes: Nil			TotalClasses:45			
<p>OBJECTIVES: The course should enable the students to:</p> <ol style="list-style-type: none"> I. Understand organizational impacts of knowledge management on people and organizational performance. II. Learn and plan the talent required for an organization. III. Transfer the knowledge in most efficient manner by latest tools and techniques. IV. Acquire knowledge with different mechanisms and systems. <p>COURSE OUTCOMES (COs):</p> <p>CO1 Understand importance, designing & building a talent reservoir and segmentation of talent reservoir.</p> <p>CO2 Demonstrate the characteristics, types of valid competency model and talent management information system.</p> <p>CO3 Examine the purpose of developing a talent management information strategy and the role of leaders in talent management.</p> <p>CO4 Express the nature of knowledge management alternative views of knowledge, types of knowledge and concept of location of knowledge.</p> <p>CO5 Analyze the frame work of Hansen earl’s seven schools of knowledge management alvesson and karreman’s knowledge management approach.</p> <p>CO6 Discuss the knowledge management solutions, mechanisms, systems and knowledge management infrastructure.</p> <p>CO7 Describe the factors knowledge management processes in organizational performance.</p> <p>CO8 Express the Hansen earl’s seven schools of knowledge management</p> <p>CO9 Express the nature of knowledge management alternative views of knowledge, types of knowledge and concept of location of knowledge.</p> <p>CO10 To knowledge management approaches in knowledge management solutions, mechanisms, systems and infrastructure.</p>								
UNIT-I	MEANING AND IMPORTANCE OF TALENT MANAGEMENT						Classes:08	
<p>Meaning and importance of talent management. Designing and building a talent reservoir, segmenting the talent reservoir. Talent management grid. Creating a talent management system. Institutional strategies for dealing with talent management.</p>								
UNIT-II	COMPETENCY						Classes:09	
<p>Meaning, characteristics, types steps in developing a valid competency model. Talent management information systems. Developing a talent management information strategy. Role of leaders in talent management.</p>								
UNIT-III	THE NATURE OF KNOWLEDGE MANAGEMENT						Classes:10	
<p>The nature of knowledge management alternative views of knowledge. types of knowledge. Location of knowledge. Rise of the knowledge worker. Features of knowledge intensive firm. Key processes in knowledge intensive firms.</p>								
UNIT-IV	KNOWLEDGE MANAGEMENT						Classes:09	
<p>Framework of Hansen earl’s seven schools of knowledge management alvesson and karreman’s knowledge management approaches. Knowledge management solutions, mechanisms and systems. Knowledge management infrastructure.</p>								
UNIT-V	ORGANIZATINAL IMPACT OF KNOWLEDGE MANAGEMENT						Classes:09	

Organizational impacts of knowledge management on people, processes, products and organizational performance. Factors influencing knowledge management. Knowledge management assessment of an organization importance, types and timing, knowledge discovery systems.

Text Books:

1. Ed by Lance A. Berger and Dorothy R Berger. "The Talent Management Handbook", Tata McGraw Hill, 1st Edition, 2004.
2. Ed by Larry Israelite, "Talent Management", ASTD Press, 1st Edition, 2004.
3. Sajjad M Jasmuddin, "Knowledge Management", Cambridge, 1st Edition, 2009.

Reference Books:

1. Stuart Barnes, "Knowledge Management Systems", Cengage Learning, 1st Edition, 2002.
2. Irma Becerra-Fernandez, Avelino Gonzalez and Rajiv Sabherwal "Knowledge Management", Pearson Education Inc., 2nd Edition, 2009.
3. Donald Hislop, "Knowledge Management in Organizations", Oxford University Press, 3rd Edition, 2009.

Web References:

1. <https://www.pwc.com/us/en/people-management/publications/assets/talent-managment-powering-strategic-initiatives-in-the-pmo.pdf>
2. https://www.researchgate.net/publication/220363070_Integrating_talent_and_knowledge_management_Where_are_the_benefits

E-Text Books:

1. <https://www.slideshare.net/.../an-overview-of-knowledge-management-and-talent-management>.
2. bookboon.com/en/talent-management-a-focus-on-excellence-eBooks