

TALENT AND KNOWLEDGE MANAGEMENT

IV Semester: MBA								
Course Code	Category	Hours / Week			Credits	Maximum Marks		
		L	T	P		C	CIA	SEE
CMB423	Elective	3	-	-	3	30	70	100
		Contact Classes: 45		Tutorial Classes: Nil	Practical Classes: Nil	Total Classes: 45		

OBJECTIVES:

The course should enable the students to

- 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.

COURSE OUTCOMES:

The course should enable the students to

1. Understand importance, designing & building a talent reservoir and segmentation of talent reservoir.
2. Explain the concept of talent management grid and the concept of creation of talent management system.
3. Know institutional strategies for dealing with knowledge management.
4. Demonstrate the characteristics, types of valid competency model and talent management information system.
5. Examine the purpose of developing a talent management information strategy and the role of leaders in talent management.
6. Express the nature of knowledge management alternative views of knowledge, types of knowledge and concept of location of knowledge.
7. Elucidate the concept of rise of the knowledge worker and the features of knowledge intensive firms.
8. Analyze the frame work of Hansen earl's seven schools of knowledge management alvesson and karreman's knowledge management approach.
9. Discuss the knowledge management solutions, mechanisms, systems and knowledge management infrastructure.
10. Describe the organizational impacts of knowledge management on people, processes, products and organizational performance.

UNIT-I	MEANING AND IMPORTANCE OF TALENT MANAGEMENT	Classes: 09
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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.

UNIT-II	COMPETENCY	Classes: 09
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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.

UNIT-III	THE NATURE OF KNOWLEDGE MANAGEMENT	Classes: 09
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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.

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	ORGANIZATIONAL IMPACTS OF KNOWLEDGE MANAGEMENT	Classes: 09
<p>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.</p>		
Text Books		
<ol style="list-style-type: none"> 1. Ed by Lance A. Berger and Dorothy R Berger. "The Talent Management Handbook", 2004, Tata McGraw Hill edition. 2. Ed by Larry Israelite, "Talent Management", ASTD Press. 3. Sajjad M Jasmuddin, "Knowledge Management", 1sted, 2009, Cambridge 		
Reference Books:		
<ol style="list-style-type: none"> 1. Stuart Barnes, "Knowledge Management Systems", Ed, Cengage Learning 2. Irma Becerra-Fernandez, Avelino Gonzalez and Rajiv Sabherwal "Knowledge Management", 2009, Pearson Education Inc. 3. Donald Hislop, "Knowledge management in Organizations", 2009, Oxford University Press 		
Web References:		
<ol style="list-style-type: none"> 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:		
<ol style="list-style-type: none"> 1. https://www.slideshare.net/.../an-overview-of-knowledge-management-and-talent-management. 2. bookboon.com/en/talent-management-a-focus-on-excellence-eBooks 		

