	Faculty of Economics Subotica	
Course unit Descriptor		UNIVERZITET U NOVOM SADU UNIVERSITY OF NOVI SAD

GENERAL INFORMATION

Study program in which the course unit is offered	Leadership and Human Resource Management
Course unit title	**Talent Management**
Course unit code	MLM-01
Type of course unit[1]	Compulsory
Level of course unit[2]	Second
Semester when the course unit is offered	1st
Year of study (if applicable)	first
Number of ECTS allocated	6
Name of lecturer/lecturers	Full professor Agneš Slavić, Assistant Professor Nemanja Berber
Mode of course unit delivery[3]	Face-to-face
Course unit pre-requisites (if any)	None

PURPOSE AND OVERVIEW (max 5-10 sentences)

As nowadays talents represent the main capital of organisations, talent management is one of the vital management activities in the 21st century. Only the organizations that understand the purpose of the effective talent management will be well positioned for the world of work.

The course will present new knowledge on attracting, selecting, developing and motivating talents with the aim to improve the organisational performances.

The purpose of this course is to present the methods of attracting talent, design of onboarding, building the culture of engagement and implementing performance management techniques on the pool of talents. Besides, it will present the methods of talent development and their career management. The course will give outlines of the design of the compensation system of talents, too.

LEARNING OUTCOMES (knowledge and skills)

After completing the course students will be able to:
- evaluate the challenges of talent management
- identify talents in an organization,

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[1] Compulsory, optional
[2] First, second or third cycle (Bachelor, Master's, Doctoral)
[3] Face-to-face, distance learning, etc.

- build the image of best employer to attract talents,
- recruit and select adequate talents,
- build the system of talent development,
- offer reward system that will motivate and retain talents,
- be aware of the characteristics of global talent management.

SYLLABUS (outline and summary of topics)

Theory
Theoretical lectures will focus on the following themes:
- Talents and talent management,
- Strategic talent management,
- Attracting talents,
- Design of onboarding for talents,
- Culture of engagement,
- Performance management techniques on the pool of talents,
- Talent development and career management,
- Reward system for talents,
- Global talent management.

Practice
The practice includes discussions, case studies, role plays and teamwork assignments focusing on the following aspects of Talent management: Identifying and attracting talents, Selecting talents, Training and development of talents, Performance management, Reward system for talents, Global talent management.

LEARNING AND TEACHING (planned learning activities and teaching methods)

Interactive lectures, discussions, case studies, role plays, teamwork assignments

REQUIRED READING

1. Berger L.A., Berger D.R. (2018). The Talent Management Handbook (3rd ed.). New York: McGraw-Hill.
2. Bickham T. (ed) (2016). ATD Talent Management Handbook. Alexandria: ATD Press.
3. Lawler E.E. III (2017). Reinventing Talent Management - Principles and practices for the new world of work. Broadway: Berett-Koehler Publishers.
4. Greene, R.J. (2020). Strategic Talent Management. New York: Routledge.
5. Minocha, S., Hristov, D. (2021). Global Talent Management. Los Angeles: Sage.

ASSESSMENT METHODS AND CRITERIA

Preliminary exams, practical work, active class participation, final oral exam

Pre-exam obligations	points	Final exam	points
Active class participation	10	Oral exam	30
Practical work	20		
Preliminary exam(s)	40		

LANGUAGE OF INSTRUCTION

Serbian, English or Hungarian