

MB404.3: Talent and Knowledge Management

Unit-I: Introduction to Talent Management:

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: Talent Management System:

Competency 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: Introduction to Knowledge Management:

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 Framework:

Knowledge Management 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.

Unit-V: Impact and Assessment of Knowledge Management:

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.

Suggested Books:

1. Lance A. Berger and Dorothy R Berger. "The Talent Management Handbook", 2004, Tata McGraw Hill.
2. Ed by Larry Israelite, "Talent Management", ASTD Press.
3. Sajjad M Jasmuddin, "Knowledge Management", 1st Ed, 2009, Cambridge.
4. Awad, Elias M. Awad, Knowledge Management, Pearson Education India.
5. Carl, F. Rappadio, Knowledge Management, John Wiley & Sons

