

Indian Institute of Technology Guwahati
Proposal for a New Course/ Revision of a Course

Course Number & Title: BM 630H & Talent Management and Attrition	
L-T-P-C: 4-0-0-4	
Type of Letter Grading (Regular Letter Grades / PP or NP Letter Grades): Regular Letter Grades	
Kind of Proposal (New Course / Revision of Existing Course): New Course	
Offered as (Compulsory / Elective): Elective	
Offered to: Masters of Business Administration (MBA)	
Offered in (Odd/ Even / Any): Any	
Offered by (Name of Department/ Center): School of Business	
Pre-Requisite: NIL	
Preamble / Objectives (Optional): <i>Course Content/ Syllabus (as a single paragraph if it is not containing more than one subject. Sub-topics/ Sections may be separated by commas(.). Topics may be separated by Semi-Colons(;). Chapters may be separated by Full-Stop(.). While starting with broad heading, it may be indicated with Colon symbol before the topics. For example: Multi-variable Calculus: Limits of functions, Continuity,)</i>	
<p>Talent management: Overview, focus areas, key processes; Strategy and models, role of HR, best practices, talent management programs, systems, tools; Manpower planning, talent acquisition process, models, strategies, technology adoption, workflow; Talent engagement, challenges, strategies, measuring talent engagement; Attrition: Challenges, analysis, talent retention models, strategies, best practices; succession management process.</p>	
Books (In case UG compulsory courses, please give it as "Text books" and "Reference books". Otherwise give it as "References".)	
Texts: (Format: Authors, <i>Book Title</i> in <i>Italics</i> font, Volume/Series, Edition Number, Publisher, Year.)	
1.	Berger, L. A., & Berger, D. R., <i>The Talent Management Handbook</i> , 3 rd Edition, McGraw Hill Education, 2018.
2.	Minocha, S., & Hristov, D., <i>Global Talent Management: An Integrated Approach</i> , 1 st Edition, Sage Publications, 2019.
3.	Joshi, G., & Vohra, V., <i>Talent Management</i> , 1 st Edition, Cengage India Private Limited, 2017.
References: (Format: Authors, <i>Book Title</i> in <i>Italics</i> font, Volume/Series, Edition Number, Publisher, Year.)	
1.	Lawler, E. E., <i>Reinventing talent management: Principles and practices for the new world of work</i> , 1 st Edition, Berrett-Koehler Publishers, 2017.

Detailed Course Content (Optional) It will not be included in the Courses of Study Booklet		
Sl. No.	Broad Title / Topics	Number of Lectures
1		
2		
3		
4		
5		
Total Number of Lectures =		