DEREE COLLEGE SYLLABUS FOR: MG 3164 TALENT ACQUISITION	
(Updated Spring 2021)	**UK LEVEL: 5** **UK CREDITS: 15** **US CREDITS: 3/0/3**

PREREQUISITES:	MG 2014 Introduction to HRM
CATALOG DESCRIPTION:	Models, methods, and practices of employee acquisition, including, human resource planning, job analysis, recruitment, selection and retention management, to achieve organizational effectiveness.
RATIONALE:	Talent acquisition is a critical organizational and primary human resource function, concerned with the acquisition, deployment, and retention of the organization's workforce. This course examines the core staffing activities, i.e. recruitment, selection, and employment, as well as the staffing support activities, such as legal compliance, human resource planning, and job analysis. Knowledge in these areas is needed by students who plan to work in the human resource management profession or in other managerial or entrepreneurial positions.
LEARNING OUTCOMES:	As a result of taking this course, the student should be able to: 1. Explain staffing core activities, and examine how these activities contribute to retention management and organizational effectiveness. 2. Explain staffing support activities, and examine how these activities contribute to an effective staffing system. 3. Analyze and apply knowledge of the staffing function to contemporary organizations.
METHOD OF TEACHING AND LEARNING:	In congruence with the learning and teaching strategy of the college, the following tools are used: ➢ Class lectures, interactive learning, class discussions, video presentations, and practical problems solved in class. ➢ Exercises and primary source documents, which are reviewed in class ➢ Office hours: students are encouraged to make full use of the office hours of their instructor, where they can ask questions, see their exam paper, and/or go over lecture material. ➢ Use of Blackboard, where instructors post lecture notes, online quizzes assignment instructions, required readings, timely announcements, as well as additional resources.
ASSESSMENT:	**Summative**: | **First assessment** Written project; Individual; 1,500-1,900 words	**50%**
Final assessment Final examination (2-hour, essay-type)	**50%** | **Formative:**

Case studies, experiential exercises, and article reviews	**0%**

The formative practice sets aim to prepare students for the examinations and ensure that students are actively engaged during the term.

The written project tests Learning Outcome 3.
The final examination tests Learning Outcomes 1 and 2.

Students are required to resit failed assessments in this module.

INDICATIVE READING:	**REQUIRED READING:**
	Heneman, H.G. III, Judge, T.A. & Kammeyer-Muller, J.D. (2019). Staffing Organizations, McGraw-Hill international edition, 9th edition.

RECOMMENDED READING:

Dang, N. T. T., Nguyen, Q. T., & Ha, V. D. (2020). The relationship between talent management and talented employees' performance: Empirical investigation in the Vietnamese banking sector. Management Science Letters, 10, 2183–2192. doi:10.5267/j.msl.2020.3.018

Gallardo-Gallardo, E., Thunnissen, M., & Scullion, H. (2020). Talent management: context matters. The International Journal of Human Resource Management, 31, 457–473, doi:10.1080/09585192.2019.1642645

Holland, D., & Scullion, H. (2021). Towards a talent retention model. Mapping the building blocks of psychological contract to the three stages of the acquisition process. International Journal of Human Resource Management, in press. doi:1080/09585192.2019.156946

Honoré, F., & Ganco, M. (202). Entrepreneurial teams' acquisition of talent: Evidence from technology manufacturing industries using a two-sided approach. Strategic Management Journal, in press. doi:10.1002/smj.3127

Hosain, M. S., & Liu, P. (2020). The role of social media on talent search and acquisition: Evidence from contemporary literature. Journal of Intercultural Management, 12, 92-137. doi:10.2478/joim-2020-0034

Hossain, F., Kumasey, A. S., Eldridge, D., Kravariti, F., & Bawole, J. N. (2018). Paradox of public sector capacity building: Lessons from the MATT2 UK-Bangladesh cooperation. Development Policy Review, 36, 689-702. doi:10.1111/dpr.12267

Johnson, R. D., Stone, D. L., & Lukaszewski, K. M. (2020). The benefits of eHRM and AI for talent acquisition. Journal of Tourism Futures, in press. doi:10.1108/JTF-02-2020-0013

Kravariti, F., & Johnston, K. (2020). Talent management: A critical literature review and research agenda for public sector human resource management. Public Management Review, 22, 75-95. doi:10.1080/14719037.2019.1638439

Manuaba, I. A. P. U., & Gede, S. D. (2021). Examining recruitment strategies and millennial employee selection. International Research Journal of Management, IT and Social Sciences, 8, 110-122.

doi:10.21744/irjmis.v8n1.1140.

Murawski, L. (2020). Gamification in human resource management – status quo and quo vadis. German Journal of Human Resource Management, in press. doi:10.1177/2397002220961796

Rozario, S. D., Venkatraman, S., Chu, M. T., & Abbas, A. (2020). Enabling corporate sustainability from a talent acquisition perspective. Journal of Sustainability Research, 2, e200014. doi:10.20900/jsr20200014

Scullion, H., Mullholland, M., & Zaharie, M. (2020). Global talent management. In B. Szkudlarek, D. Caprrar & L. Romani (Eds.), Sage Handbook of Contemporary Cross-Cultural Management. London: Sage.

Squyres, D. (2020). Prioritizing the forgotten generation: Why organizations should make boomers a key part of their talent acquisition strategy in 2020. Strategic HR Review, 19, 99-102. doi:10.1108/SHR-03-2020-0016

Tarique, I. (2020). The Routledge Companion to Talent Management. New York: Routledge.

COMMUNICATION REQUIREMENTS:	Use of appropriate academic conventions as applicable in oral and written communications.
SOFTWARE REQUIREMENTS:	MS Office
WWW RESOURCES:	www.cipd.co.uk www.economist.com www.fortune.com www.hbr.org www.reuters.com www.shrm.org www.wsj.com

INDICATIVE CONTENT:	1. Staffing models and strategy.
	2. Core staffing activities:
	  • External recruitment
	  • Internal recruitment
	  • External selection
	  • Internal selection
	3. Staffing support activities:
	  • Legal Compliance
	  • HR Planning
	  • Job analysis
	4. Staffing system management
	  • Retention management