### DEREE COLLEGE SYLLABUS FOR:

**MG 3164 Talent Acquisition**

**UK Level:** 5  
**UK Credits:** 15  
**US Credits:** 3/0/3  
(Revised: Spring 2015)

<table>
<thead>
<tr>
<th>PREREQUISITES:</th>
<th>MG 2003 Management Principles or MG 3034 Managing People and Organizations</th>
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<tbody>
<tr>
<td>CATALOG DESCRIPTION:</td>
<td>Models, methods, and practices of employee acquisition, including, human resource planning, job analysis, recruitment, selection and retention management, to achieve organizational effectiveness.</td>
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<td>RATIONALE:</td>
<td>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.</td>
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#### 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 (analysis and application).
2. Explain staffing support activities, and examine how these activities contribute to an effective staffing system (analysis and application).
3. Analyze and apply knowledge of the staffing function to contemporary organizations (analysis and application).

#### METHOD OF TEACHING AND LEARNING:

In congruence with the teaching and learning strategy of the college, the following tools are used:

- Classes consist of lectures, case studies, experiential exercises, and in-class discussion of related material.
- Office Hours: Students are encouraged to make full use of the office hours of their instructor in order to consult and discuss issues related to the course content.
- Use of the Blackboard learning platform: in order to enhance the teaching and learning process, instructors may use the site to post their announcements, upload related course material, lecture notes, assignment instructions and additional resources.

#### ASSESSMENT:

<table>
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<tr>
<th>Summative:</th>
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<tr>
<td>Written project: Individual; 1,300-1,700 words</td>
<td>40%</td>
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<tr>
<td>Final Examination (2-hour): essay type</td>
<td>60%</td>
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<table>
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<th>Formative:</th>
<th>0%</th>
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<tbody>
<tr>
<td>Case studies, experiential exercises, and article reviews</td>
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The formative assessments aim to prepare students for the written project and for the examination. The written project tests Learning Outcome 3. The final examination tests Learning Outcomes 1 and 2.

#### INDICATIVE MATERIAL:

(e.g. audiovisual, digital material, etc.)

#### REQUIRED MATERIAL:

RECOMMENDED MATERIAL:

Academic Journals:
- Human Resource Management
- Human Resource Management Journal (HRMJ) (UK)
- International Journal of Human Resource Management (IJHRM) (UK)
- Academy of Management Review (AMR) (USA)
- Academy of Management Journal (AMJ) (USA)

Professional Journal:
- Workforce

COMMUNICATION REQUIREMENTS:
Use of proper English, both oral and written.

SOFTWARE REQUIREMENTS:
Microsoft Office: Word

WWW RESOURCES:
- Department of Labor: www.dol.gov
- Society for Human Resource Management: www.shrm.org

Practitioner:
- Database of job postings: www.monster.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