COURSE OUTLINE

(1) GENERAL

SCHOOL	SCHOOL OF BUSINESS ADMINISTRATION
ACADEMIC UNIT	DEPARTMENT OF BUSINESS ADMINISTRATION
LEVEL OF STUDIES	POSTGRADUATE STUDIES
MASTER	MASTER IN HUMAN RESOURCE MANAGEMENT

COURSE CODE	HRM254	**SEMESTER**	B

COURSE TITLE	TALENT ACQUISITION AND MANAGEMENT

INDEPENDENT TEACHING ACTIVITIES *if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits*	**WEEKLY TEACHING HOURS**	**CREDITS**
	3	7,5
Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).		

COURSE TYPE *general background, special background, specialised general knowledge, skills development*	SPECIAL BACKGROUND
PREREQUISITE COURSES:	NO
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	GREEK OR/AND ENGLISH
IS THE COURSE OFFERED TO ERASMUS STUDENTS	NO
COURSE WEBSITE (URL)	https://openeclass.uom.gr/courses/POST109/

(2) LEARNING OUTCOMES

Learning outcomes

The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described.

Consult Appendix A
- *Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area*
- *Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B*
- *Guidelines for writing Learning Outcomes*

After the completion of the module, students will be able to understand:
- What is talent and its significance in the contemporary organizational environment
- The difference between skills and abilities and their importance in the contemporary workplace
- The difference between talent management and human resource management
- The association of talent with the human resource management policies
- The role of talent management in the emergence of employer branding
- Talents' recruitment and selection practices
- Talents' training and development practices
- Talents' performance assessment practices

Search for, analysis and synthesis of data and information,   Project planning and management

with the use of the necessary technology	*Respect for difference and multiculturalism*
Adapting to new situations	*Respect for the natural environment*
Decision-making	*Showing social, professional and ethical responsibility and*
Working independently	*sensitivity to gender issues*
Team work	*Criticism and self-criticism*
Working in an international environment	*Production of free, creative and inductive thinking*
Working in an interdisciplinary environment	*......*
Production of new research ideas	*Others…*
	....

- Adjustment in new situations
- Decision making
- Autonomous work
- Teamwork
- Employment in an international environment
- Employment in a interdisciplinary environment
- Production of new research ideas
- Respectofdiversityandmulticulturalism
- Deployment of criticism and self-criticism
- Promotionoffree, creative, andinductivewayof thinking

(3) SYLLABUS

1. Introduction to the module – The concept and the significance of talent for organizational success
2. Individual skills
3. Team skills
4. Leadership and talent
5. Organizational development and talent management
6. Recruitment and selection of talent
7. Talent development
8. Talent performance management
9. Rewards and talent
10. Presentation of first assignment
11. Presentation of second assignment
12. Presentation of second assignment
13. Exams

(4) TEACHING and LEARNING METHODS - EVALUATION

DELIVERY *Face-to-face, Distance learning, etc.*	Face to face and distant. Interactive teaching with case studies. PowerPoint and Canva are utilized as well as scientific and magazine articles.
USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY *Use of ICT in teaching, laboratory education, communication with students*	The educational electronic platform of the university is used, openeclass

TEACHING METHODS *The manner and methods of teaching are described in detail.* *Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.* *The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS*		
	Activity	**Semester workload**
	Lectures and final exams	36+3=39
	Literature review	36 * 3 = 108
	Assignment completion	4 * 10 =40
	Course total	***187***

STUDENT PERFORMANCE EVALUATION *Description of the evaluation procedure* *Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other* *Specifically-defined evaluation criteria are given, and if and where they are accessible to students.*	1. Written exams (50%) 2. Assignments (40%) 3. Participation in the lectures (10%) Performance assessment criteria are available to the openeclass platform

(5) ATTACHED BIBLIOGRAPHY

- Textbooks:

- *Berger, L. A., & Berger, D. (2017). The Talent Management Handbook: Making Culture a Competitive Advantage by Acquiring, Identifying, Developing, and Promoting the Best People. McGraw Hill Professional.*
- *Kermally, S. (2004). Developing and managing talent: a blueprint for business survival. Thorogood.*

- Related academic journals:
  - *Talent Management*
  - *Human Resource Management Journal*
  - *Human Resource Management*
  - *International Journal of Human Resource Management*