BBA III/IV Year	BBA-E131		Semester-V/VI/VII/VIII		
	Talent and Knowledge Management				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Term Examination(ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	30(20+10)	70	100	04	40

	Course Outcomes:	Mapped Program Outcomes
CO.1	To prepare students for talent and knowledge management efforts in organisations.	PO.3 PO.4
CO.2	It aims at enabling students to gain insights in concepts and application of talent and knowledge management in organizations.	PO.1 PO.2 PO.3 PO.4
CO.3	Understanding basic elements, processes, approaches and strategies of managing talent and knowledge in organisations.	PO.1 PO.2
CO.4	Understanding the field and process of knowledge management.	PO.1 PO.2 PO.3
CO.5	Understanding various knowledge management strategies.	PO.1 PO.2 PO.3 PO.4

- Meaning and importance of talent management, Talent management Grid, Creating talent management system, Strategies of talent management. **(8 Hours)**
- Competency model, Competency mapping, Role of leaders in talent management, Talent management and competitive advantage. **(8 Hours)**
- Elements of knowledge management, Advantages of knowledge management, Knowledge management in learning organisations. Types of Knowledge: Tacit and Explicit .Managing knowledge workers. **(8 Hours)**
- Knowledge management process, Approaches to knowledge management: Knowledge management solutions, Knowledge creation, Knowledge sharing, Knowledge dissemination, Knowledge management life cycle, Nonaka's model of knowledge. Knowledge capturing techniques: Brainstorming, Protocol analysis, Consensus decision making, Repertory grid, Concept mapping. **(8 Hours)**
- Knowledge management strategies: Aligning individual needs with organisation, Reward systems for knowledge management, Knowledge audit, Benchmarking, Balance scorecard, Gap analysis. **(8 Hours)**

SUGGESTED READINGS:

1. Awad. E.M & Ghaziri.H.M. (2004). *Knowledge management*. UK: Pearson education International.

2. Peter Massingham (2019). *Knowledge management: theory and practice*. Sage Publications.

3. Cappelli, P.(2008). *Talent on Demand –Managing Talent in an age of uncertainty*. London: Harvard Business Press.

4. Donald, H. (2013).*Knowledge management in organizations*. India: Oxford University press.

5. Lance, A. B. & Dorothy, B.(2010). *Talent management handbook*. NewYork: McGraw Hill.

NOTE: The list of cases, specific references and books including recent articles will be announced in the class by concerned teachers from time to time.