



# MARRI LAXMAN REDDY INSTITUTE OF TECHNOLOGY AND MANAGEMENT

(AN AUTONOMOUS INSTITUTION)

(Approved by AICTE, New Delhi & Affiliated to JNTUH, Hyderabad)

Accredited by NAAC with 'A' Grade & Recognized Under Section 2(f) & 12(B) of the UGC act, 1956

## COURSE CONTENT

TALENT AND KNOWLEDGE MANAGEMENT								
IV SEMESTER								
Course Code	Category	Hours/Week			Credits	Maximum Marks		
20MBA0026E	Professional Elective	L	T	P	C	CIE	SEE	Total
		4	-	-	4	30	70	100
Contact Classes:60	Tutorial Classes: Nil	Practical Classes: Nil			Total Classes: 60			
<b>Prerequisite:</b> Basic knowledge of Talent and Knowledge Management.								

### COURSE OVERVIEW:

The course on Talent and Knowledge Management (TKM) provides an understanding of how organizations manage and develop talent and knowledge resources effectively. It focuses on talent acquisition, competency development, and the role of leadership in managing talent. The course also explores knowledge management concepts, types of knowledge, and knowledge-intensive organizations. It covers various knowledge management frameworks, systems, and processes. Additionally, it highlights the organizational impact of knowledge management on performance, enabling better decision-making and competitive advantage.

### COURSE OBJECTIVES:

- Understand the concepts and importance of talent management in organizations.
- Analyze competency models and the role of leadership in talent management.
- Explain the nature and types of knowledge in knowledge management systems.
- Examine various knowledge management frameworks, processes, and systems.
- Evaluate the impact of knowledge management on organizational performance.

### COURSE OUTCOMES: Students will be able to

1. analyze the fundamental concepts of talent management, including designing a talent reservoir and creating a talent management system.
2. develop competency models and talent management information systems for effective talent management.
3. differentiate between various types and locations of knowledge and describe the characteristics of knowledge-intensive firms.
4. evaluate different frameworks and approaches to knowledge management, including mechanisms and systems.
5. assess the organizational impacts of knowledge management on people, processes, and overall performance.

## **UNIT-I MEANING AND IMPORTANCE OF TALENT MANAGEMENT**

Meaning and importance of talent management. Designing and building a talent reservoir, segmenting the talent reservoir. Talent management grid. Creating a talent management system. Institutional strategies for dealing with talent management.

## **UNIT-II COMPETENCY**

Meaning, characteristics, types steps in developing a valid competency model. Talent management information systems. Developing a talent management information strategy. Role of leaders in talent management.

## **UNIT-III THE NATURE OF KNOWLEDGE MANAGEMENT**

The nature of knowledge management alternative views of knowledge. types of knowledge. Location of knowledge. Rise of the knowledge worker. Features of knowledge intensive firm. key processes in knowledge intensive firms.

## **UNIT-IV KNOWLEDGE MANAGEMENT**

Framework of Hansen earl's seven schools of knowledge management alvesson and karreman's knowledge management approaches. Knowledge management solutions, mechanisms and systems. Knowledge management infrastructure.

## **UNIT-V ORGANIZATIONAL IMPACTS OF KNOWLEDGE MANAGEMENT**

Organizational impacts of knowledge management on people, processes, products and organizational performance. Factors influencing knowledge management. Knowledge management assessment of an organization importance, types and timing, knowledge discovery systems. Latest Amendments in Knowledge management

### **TEXT BOOKS:**

1. Ed by Lance A. Berger and Dorothy R Berger. —The Talent Management Handbook, Tata McGraw Hill, 1<sup>st</sup> Edition, 2004,
2. Ed by Larry Israelite, —Talent Management, ASTD Press, 1<sup>st</sup> Edition, 2004.
3. Sajjad M Jasmuddin, —Knowledge Management, Cambridge, 1<sup>st</sup> Edition, 2009.
4. Elias M. Awad & Hassan M. Ghaziri, *Knowledge Management*, Pearson Education.

### **REFERENCE BOOKS:**

1. Stuart Barnes, —Knowledge Management Systems, Cengage Learning, 1<sup>st</sup> Edition, 2002.
2. Irma Becerra-Fernandez, Avelino Gonzalez and Rajiv Sabherwal —Knowledge Management, Pearson Education Inc., 2<sup>nd</sup> Edition, 2009.
3. Hugh Scullion, David G. Collings, *Global Talent Management*, Routledge, 2011.

### **ELECTRONIC RESOURCES:**

1. <https://www.pwc.com/us/en/people-management/publications/assets/talent-management-powering-strategic-initiatives-in-the-pmo.pdf>
2. [https://www.researchgate.net/publication/220363070\\_Integrating\\_talent\\_and\\_knowledge\\_management\\_Where\\_are\\_the\\_benefits](https://www.researchgate.net/publication/220363070_Integrating_talent_and_knowledge_management_Where_are_the_benefits)
3. <https://www.slideshare.net/.../an-overview-of-knowledge-management-and-talent-management>.bookboon.com/en/talent-management-a-focus-on-excellence-eBooks

### **MATERIALS ONLINE:**

1. Course template
2. Tutorial question bank
3. Tech talk and Concept Video topics

4. Open-ended experiments
5. Definitions and terminology
6. Assignments
7. Model question paper – I
8. Model question paper – II
9. Lecture notes
10. PowerPoint presentation
11. Drishya Siksha Sangrah (DSS) Videos

