Executive Development Programme in

TALENT MANAGEMENT

Acquisition, Rewards and HR Development

Batch: 1

XLRI Jamshedpur

Objectives

Management of talent in the workplace is a matter of central concern to all managers and not only to HR professionals. Therefore, all managers, irrespective of their functional areas, are called on to solve problems that involve significant talent management issues. Basic knowledge and a better understanding of talent Management would help them in solving such types of problems. This programme aims at imparting knowledge of Talent Management and Employee Relations.

Programme Highlights

Certificate of Successful Completion from XLRI

Lectures imparted by eminent faculty with considerable training experience

Course content and structure designed entirely by XLRI

Apply concepts learnt in the course by conducting live projects on talent acquisition and talent development at your workplace

Opportunity to gain comprehensive and rounded knowledge of all key aspects of Talent Management from acquisition to development, motivation, R&R and measuring and managing performance

5 days on-campus immersion module designed to build cohesion in the batch, encourage peer learning and experience the campus

Course **Details**

Duration:

- 6 months

Class Commencement:

- Sunday, 11 February 2024

Class Schedule:

- 1 class of 3 hrs on Sunday from 10.00 a.m. to 01.15 p.m. IST

Eligibility Criteria

- For Indian Participants - Graduates (10+2+3) or Diploma Holders (only 10+2+3) from a recognized university (UGC/AICTE/DEC/AIU/State Government) in any discipline

- Diploma Holders with relevant work experience may be considered on a case by case basis

- For International Participants - Graduation or equivalent degree from any recognized University or Institution in their respective country

- For Indian and International Participants – Working professionals with a minimum of 4 years of experience

Course Content

Module 1 — Talent Management : Concept and Framework

Introduction

Defining Talent

Talent Management: Conceptual Approaches and Practical Challenges

Historical Context of Talent Management

Module 2 — Talent Acquisition

Attracting Talent: Employer Branding

Recruiting Talent

Selecting Talent

- Initial Assessment Methods
- Psychometric Testing
- Structured Interviews
- Selection Decision Making Models

Module 3 — Talent Development

Designing and Implementing Talent Development Programmes

- ADDIE Model
- Six Disciplines Model

Transferring learning and evaluating results

- Kirkpatrick's Model
- ROI Process Model
- Success Case Method

Learning from others

- Coaching
- Mentoring
- Developmental Network Perspective
- Succession and Career Planning

Module 4 — Motivating Talent

- Understanding Self
- Understanding Others
- Understanding Motivation Theories

Module 5 — Rewarding Talent

- Introduction to Talent Management and Rewards
- Organizational Strategy and Talent Management and Rewards
- Pay Philosophy and Pay Mix
- Pay Design

Module 6 — Managing Performance

- Performance Management and Talent
- Pay for Performance

Module 7 — Retaining Talent

Module 8 — Engaging Talent

Module 9 — HR Metrics and Talent Analytics

On-Campus Component

This programme includes 5 days of on-campus immersion, the dates for which the dates shall be informed to the participants at least one month in advance. Attendance to the On-Campus module is MANDATORY for all participants. The on-campus modules are subjected to the conditions that prevail at the point in time.

In event that conditions and circumstances do not permit such in-person sessions due to the COVID-19 situation or any such similar circumstances, the sessions planned for the campus component shall be completed online which may lead to an extension of the programme duration.

Fees

Programme Fee

INR 1,50,000 + Tax / USD 3100

An additional charge of INR 2400 + GST (on twin sharing basis) OR INR 4,000 + GST (on single occupancy) per day is payable towards lodging and boarding charges at XLRI, Jamshedpur campus for the 5 days On-Campus immersion session.

Instalment Structure with Due Dates		
Instalment 1	INR 30000 + GST / USD 620	On or before Registration Date 1*
Instalment 2	INR 30000 + GST / USD 620	On or before 07 February 2024
Instalment 3	INR 45000 + GST / USD 930	On or before 20 April 2024
Instalment 4	INR 45000 + GST / USD 930	On or before 05 July 2024

Pedagogy

The primary method of instruction will be through LIVE lectures that will be beamed online via the Internet to student desktops/laptops or classrooms. The pedagogy will comprise of live lectures by XLRI faculties and will be taught with the help of pre-recorded sessions, in-class discussions, exercises, and case studies as deemed suitable for each topic being covered. All enrolled students will also be provided access to the LMS through which students may access other learning aids, reference materials and assessments, case studies, projects and assignments as appropriate. Throughout the duration of the course, students will have the flexibility to reach out to the professors, real time during the class or offline via the LMS to raise questions and clear their doubts.

Programme Faculty

Dr. M. Srimannarayana

Gold medalist in M.A. (IR & PM). After working in the corporate sector for one year, he took an academic assignment. He was a Professor at Maharishi Institute of Management, Hyderabad prior to joining XLRI. His Doctoral work is on training and development in public sector undertakings. He has presented papers at various national and international conferences. His areas of interest are staffing, training needs assessment and training evaluation.

Dr. L. Gurunathan

L Gurunathan is an Associate Professor at XLRI since November 2004. With degrees in Mathematics and an MBA, he's a Fellow from IIM Ahmedabad. Specializing in Human Resources Management, he teaches courses like Wage Determination, Executive Compensation, and Strategic HR Management. His impactful research includes publications like "Do commitment-based HR Practices influence job embeddedness" and presentations at global conferences. Gurunathan's expertise and dedication to HR practices enrich XLRI's academic environment.
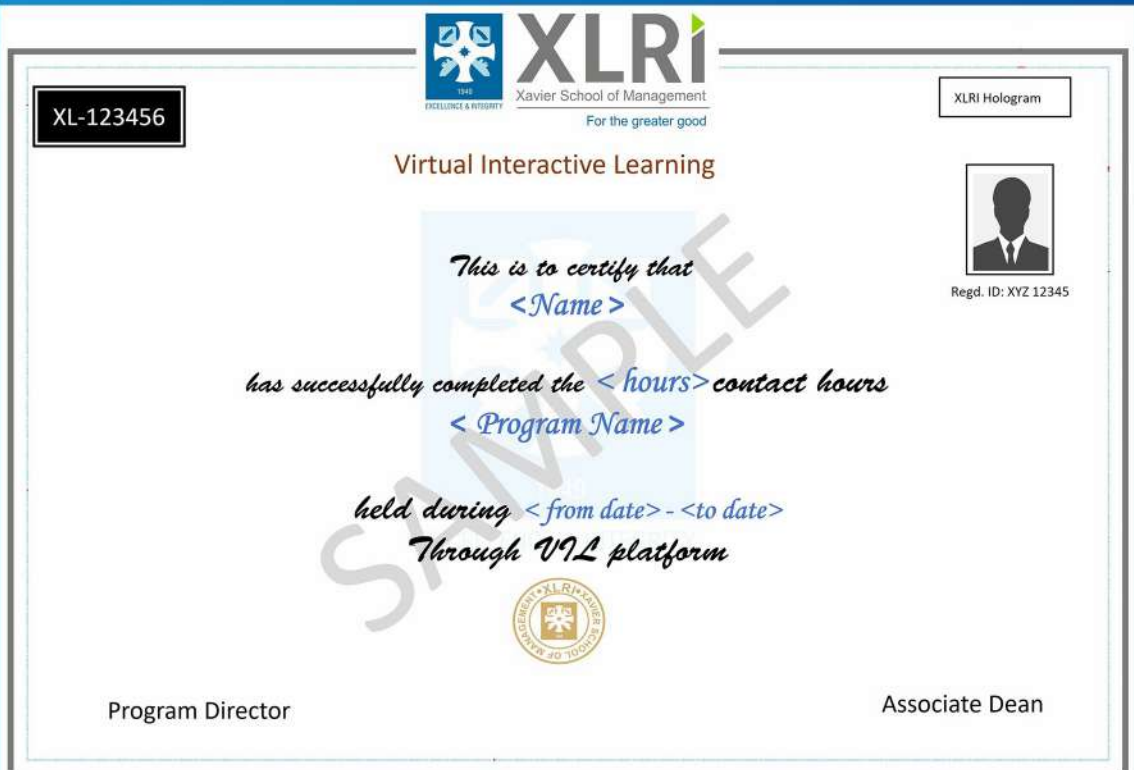
Assessment & Certificate

Participants are required to maintain at least 75% attendance in the live online sessions throughout the programme and ensure attendance during the on-campus component. Participants will be provided ongoing assessments through the course of the programme which will require them to apply the concepts, tools, and frameworks learned in real-life situations. The evaluations included in the programme are designed to ensure continuous student engagement with the course and encourage learning. A Certificate of Completion will be awarded to participants who maintain attendance above 75% and successfully meeting the evaluation criteria. Participants who maintain attendance above 50% and successfully meeting the evaluation criteria will be awarded a Certification of Participation.

Certificate of Completion for participants who maintain attendance above 75% and successfully meeting the evaluation criteria.

Certification of Participation for participants who maintain attendance above 50% and successfully meeting the evaluation criteria

FOR MORE DETAILS

XLRI Website: https://vil.xlri.ac.in

Visit: verandahighered.com

Email: admissions@verandahighered.com

Call: +91 9810241746