

BUSM 3089 TALENT MANAGEMENT

Credit Points 10

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Description This subject provides students with a comprehensive understanding of talent management as a critical component of Human Resource professional practice. By considering the complexities of the external labour market, students will analyse organisational strategies for attracting, developing, engaging and retaining talent while fostering a high-performance culture in alignment with business goals. Students will engage in topical debates, an expert panel and create a contextually relevant talent management plan that incorporates innovative tools for building professional capabilities.

School Business

Discipline Human Resource Management

Student Contribution Band

Check your fees via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Undergraduate Level 3 subject

Equivalent Subjects BUSM 3063

Learning Outcomes

After successful completion of this subject, students will be able to:

1. Identify the market forces impacting the supply and demand for labour within diverse industrial contexts.
2. Assess organisational requirements for talent acquisition in developing a high-performance culture.
3. Design a talent management strategy within a digitally-enabled organisational context.
4. Evaluate the complexities of implementing talent management strategies.
5. Articulate critical issues relevant to talent management.

Subject Content

- Workforce planning
- Talent acquisition
- Onboarding
- Organisational and Individual Capability
- Performance Management
- Reward and Recognition
- Succession Planning
- HRIS and People Analytics
- Engagement and Retention