

# FB6891P: TALENT MANAGEMENT

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## Effective Term

Semester A 2025/26

## Part I Course Overview

### Course Title

Talent Management

### Subject Code

FB - College of Business (FB)

### Course Number

6891P

### Academic Unit

College of Business (CB)

### College/School

College of Business (CB)

### Course Duration

Non-standard Duration

### Other Course Duration

2 Days

### Credit Units

1

### Level

P5, P6 - Postgraduate Degree

### Medium of Instruction

Chinese

### Medium of Assessment

Chinese

### Prerequisites

Nil

### Precursors

Nil

### Equivalent Courses

Nil

### Exclusive Courses

Nil

## Part II Course Details

### Abstract

This course aims to empower entrepreneurial leaders within established companies to harness their innovative spirit while effectively managing and developing talent in the complex organizational landscape. This course focus on advanced strategies that address both the unique challenges of established organizations and the innovative mindset of entrepreneurial leaders. Therefore, this course highlights how to leverage existing resources while fostering growth, innovation, and adaptability within a more structured environment, such as (1) advanced performance management, (2) leadership development and succession planning, (3) diversity, equity, and inclusion, (4) compensation and benefits strategy, (5) talent analytics and metrics, and (6) future trends and innovations in talent management.

### Course Intended Learning Outcomes (CILOs)

| CILOs |                                                                                 | Weighting (if app.) | DEC-A1 | DEC-A2 | DEC-A3 |
|-------|---------------------------------------------------------------------------------|---------------------|--------|--------|--------|
| 1     | Demonstrate and implement advanced talent acquisition and retention strategies. |                     | x      |        |        |
| 2     | Apply to their organizations for future workforce trends and challenges.        |                     | x      | x      |        |
| 3     | Utilize talent analytics to drive strategic decision-making.                    |                     | x      | x      | x      |

#### A1: Attitude

Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.

#### A2: Ability

Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to real-life problems.

#### A3: Accomplishments

Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

### Learning and Teaching Activities (LTAs)

| LTAs |                     | Brief Description                                                                                                                                                     | CILO No. | Hours/week (if applicable) |
|------|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------|
| 1    | Lectures            | Students will be required to attend lecture which faculty members, both within and outside College of Business invited on various topics pertinent to business world. | 1, 2, 3  |                            |
| 2    | Class Participation | Students will have to attend class conducted in manners that encourage and conducive for students to be interactive and participatory during lectures.                | 1, 2, 3  |                            |

|   |          |                                                                                                                                                                                        |         |  |
|---|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--|
| 3 | Projects | Students will be assigned to, when appropriate, group and/or individual projects and/or presentations with opportunities to apply the subject knowledge learnt through in this course. | 1, 2, 3 |  |
|---|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--|

**Assessment Tasks / Activities (ATs)**

| ATs |                                    | CILO No. | Weighting (%) | Remarks ("- " for nil entry) | Allow Use of GenAI? |
|-----|------------------------------------|----------|---------------|------------------------------|---------------------|
| 1   | Class Participation & Contribution | 1, 2, 3  | 20            | -                            | Yes                 |
| 2   | Group Presentations                | 1, 2, 3  | 50            | -                            | Yes                 |
| 3   | Individual Assignments             | 1, 2     | 30            | -                            | Yes                 |

**Continuous Assessment (%)**

100

**Assessment Rubrics (AR)****Assessment Task**

1. Class Participation & Contribution (20%) (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

**Criterion**

Active class attendance and engagement in discussions.

**Excellent**

(A+, A, A-) Strong evidence of class participation through punctual and nearly full attendance, active engagement in class discussions, and careful preparation for class activities.

**Good**

(B+, B, B-) Adequate evidence of class participation through punctual attendance, active engagement in class discussions, and careful preparation for class activities.

**Fair**

(C+, C, C-) Fair and basic evidence of class participation through attendance, active engagement in class discussions, and careful preparation for class activities.

**Marginal**

(D) Marginal evidence of class participation through attendance, active engagement in class discussions, and careful preparation for class activities.

**Failure**

(F) Little or no evidence of class participation.

**Assessment Task**

2. Group Presentations (50%) (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

**Criterion**

Demonstrates a deep understanding of the subject matter through collaborative analysis and clear presentation.

**Excellent**

(A+, A, A-) Strong evidence of superior grasp of subject matter, ability to analyse and synthesize, original and critical thinking, and clarity in presentation and writing.

**Good**

(B+, B, B-) Adequate evidence of good grasp of subject matter, ability to analyse and synthesize, some original and critical thinking, and clarity in presentation and writing.

**Fair**

(C+, C, C-) Fair and basic evidence of grasp of subject matter, ability to analyze and synthesize, and clarity in presentation and writing.

**Marginal**

(D) Marginal evidence of grasp of subject matter, ability to analyse and synthesize, and clarity in presentation and writing.

**Failure**

(F) Little or no evidence of understanding of subject matter.

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**Assessment Task**

3. Individual Assignment (30%) (for students admitted before Semester A 2022/23 and in Semester A 2024/25 & thereafter)

**Criterion**

Exhibits critical thinking and clarity in writing while demonstrating a thorough understanding of the course content.

**Excellent**

(A+, A, A-) Strong evidence of superior grasp of subject matter, ability to analyse and synthesize, original and critical thinking, and clarity in presentation and writing.

**Good**

(B+, B, B-) Adequate evidence of good grasp of subject matter, ability to analyse and synthesize, some original and critical thinking, and clarity in presentation and writing.

**Fair**

(C+, C, C-) Fair and basic evidence of grasp of subject matter, ability to analyze and synthesize, and clarity in presentation and writing.

**Marginal**

(D) Marginal evidence of grasp of subject matter, ability to analyse and synthesize, and clarity in presentation and writing.

**Failure**

(F) Little or no evidence of understanding of subject matter.

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**Assessment Task**

1. Class Participation & Contribution (20%) (for students admitted from Semester A 2022/23 to Summer Term 2024)

**Criterion**

Active class attendance and engagement in discussions.

**Excellent**

(A+, A, A-) Strong evidence of class participation through punctual and nearly full attendance, active engagement in class discussions, and careful preparation for class activities.

**Good**

(B+, B) Adequate evidence of class participation through punctual attendance, active engagement in class discussions, and careful preparation for class activities.

**Marginal**

(B-, C+, C) Marginal evidence of class participation through attendance, active engagement in class discussions, and careful preparation for class activities.

**Failure**

(F) Little or no evidence of class participation.

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**Part III Other Information**

**Keyword Syllabus**

Advanced performance management; leadership development and succession planning; diversity, equity, and inclusion; compensation and benefits strategy; talent analytics and metrics; future trends and innovations in talent management.

**Reading List**

**Compulsory Readings**

| Title |                                                                                       |
|-------|---------------------------------------------------------------------------------------|
| 1     | Readings will be assigned by the course instructor covering a specific subject/field. |

**Additional Readings**

| Title |                                                                                       |
|-------|---------------------------------------------------------------------------------------|
| 1     | Readings will be assigned by the course instructor covering a specific subject/field. |