



TALENT MANAGEMENT Syllabus

Basic information

| | | | |
|--|--|--|-----------------------------------|
| Field of study Electives | | Didactic cycle 2026/27 | |
| Speciality - | | Subject code EKOPSW.S.M2.0338.26 | |
| Organizational unit School of Undergraduate and Graduate Studies | | Lecture languages English | |
| Study level graduate studies | | Mandatory Elective | |
| Study form full-time | | Block Free choice electives | |
| Education profile general academic/practical | | Department responsible for the subject Department of Entrepreneurship and Management Innovation | |
| | | Subject related to scientific research Yes | |
| | | Subject shaping practical skills No | |
| Coordinator | Tomasz Ingram | | |
| Teacher | Tomasz Ingram | | |
| Period Semester 2 | Form of teaching, number of hours and method of examination • lecture: 14, Credit with grade | | Number of ECTS points 3 |

Goals

| Code | Goal |
|------|---|
| C1 | Providing knowledge on talent management processes within organizations, the role of exceptional employees in a company, and the methods and techniques for acquiring, utilizing, and developing the potential of exceptional employees. |
| C2 | Delivering competencies in creating talent management programs within an organization, with a particular focus on identifying, recruiting, and selecting, compensating and motivating, training and developing, as well as managing the departure of exceptional employees. |

Recommended requirements

English Language B2
Strategic Management

Subject's learning outcomes

| Code | Outcomes in terms of | Major learning outcomes for the subject | Examination methods |
|----------------------------|---|---|---|
| Knowledge: | | | |
| W1 | Student possesses an in-depth understanding of the practical applications of management and finance knowledge necessary for analyzing, planning, organizing, motivating, and controlling the functioning of talented employees within an organization. | DZR.M_W01 | Final test (written) - test |
| Skills: | | | |
| U1 | He is capable of using this knowledge to formulate and innovatively solve complex and unusual problems related to the functioning of talented employees in the organization, including the appropriate selection of recruitment sources, employee evaluation, and the selection and application of effective employee management tools. | DZR.M_U01 | Final test (written) - test, End-of-course assessment - group report |
| Social competences: | | | |
| K1 | He is prepared to critically assess his own knowledge and the content received in the field of talent management within the enterprise. | DZR.M_K01 | End-of-course assessment - group report |

Study content

| No. | Course content | Subject's learning outcomes | Activities |
|-----|--|-----------------------------|------------|
| 1. | The concept of talent and talent management, and the role of talent management in modern organizations. The role of exceptional individuals (talents) in an organization and their significance for the company's growth and future. The relationship between talent management and organizational performance (efficiency). | W1 | lecture |

| No. | Course content | Subject's learning outcomes | Activities |
|-----|--|-----------------------------|------------|
| 2. | Methods and techniques for identifying talents within a company. The procedure for measuring the talent of organization members. Acquiring talents for the organization - methods of recruitment (identification, attraction), selection, and socialization of outstanding employees. Retaining talents within the organization: compensation and rewarding. Building engagement and loyalty among talented employees - conditions and methods. Developing talents within the organization - methods and techniques for enhancing talent competencies through employee training. | U1 | lecture |
| 3. | Creating talent management programs - determinants and structure of the program. Talent management in global and international companies - specifics, conditions, methods, techniques, and challenges. Best practices in talent management in international organizations. | K1 | lecture |

Additional information

| Activities | Methods of conducting classes |
|------------|-------------------------------------|
| lecture | Lecture using multimedia techniques |

| Activities | Examination method | Percentage |
|------------|---|------------|
| lecture | Final test (written) - test | 70% |
| lecture | End-of-course assessment - group report | 30% |

| Activities | Credit conditions |
|------------|--|
| lecture | Student should gain at least 51% of the points from the final written test and group project related to creating talent management program for a chosen organization |

Literature

Obligatory

- Ingram, T.: Relationships between talent management and organizational performance: The role of climate for creativity. *Wyd. Entrepreneurial Business and Economics Review*, 4(3), 195-205., 2016.
- Kaliannan, M., Darmalinggam, D., Dorasamy, M., & Abraham, M. (2023). Inclusive talent development as a key talent management approach: A systematic literature review. *Human Resource Management Review*, 33(1), 100926.
- Yildiz, R. O., & Esmer, S. (2023). Talent management strategies and functions: a systematic review. *Industrial and commercial training*, 55(1), 93-111.

Optional

- Kwon, K., & Jang, S. (2022). There is no good war for talent: A critical review of the literature on talent management. *Employee Relations: The International Journal*, 44(1), 94-120.
- Diatmono, P., Mariam, S., & Ramli, A. H. (2020). Analysis of Human Capital in Talent Management Program, Training and Development to Improve Employee Competence Case Study in BSG Group. *Business and Entrepreneurial Review*, 20(1), 45-66.
- Battisti, E., Graziano, E. A., Pereira, V., Vrontis, D., & Giovanis, A. (2023). Talent management and firm performance in emerging markets: a systematic literature review and framework. *Management Decision*, 61(9), 2757-2783.

Calculation of ECTS points

| Activity form | Activity hours* |
|--|------------------------|
| lecture | 14 |
| Literature study | 16 |
| Analysis of lecture notes | 25 |
| Preparation of the end-of-course assessment - group report | 25 |
| Consultations | 2 |
| Re-sit assignement | 2 |
| | |
| Student workload | Hours 84 |
| Number of ECTS points | ECTS 3 |

* hour means 45 minutes

Major learning outcomes for the subject

| Code | Content |
|-----------|---|
| DZR.M_K01 | Jest gotów do krytycznej oceny posiadanej wiedzy i treści odbieranych podczas studiów na kierunku Zarządzanie. |
| DZR.M_U01 | Potrafi wykorzystywać posiadaną wiedzę - formułować i rozwiązywać złożone i nietypowe problemy z zakresu organizacji i zarządzania oraz innowacyjnie wykonywać zadania w nieprzewidywalnych warunkach przez: - właściwy dobór źródeł danych i informacji z nich pochodzących, dokonywanie oceny, krytycznej analizy, syntezy, twórczej interpretacji i prezentacji tych informacji, - dobór oraz stosowanie właściwych metod i narzędzi, w tym zaawansowanych technik informacyjno-komunikacyjnych, - przystosowanie istniejących lub opracowanie nowych metod i narzędzi z zakresu zarządzania. |
| DZR.M_W01 | Zna i rozumie w pogłębionym stopniu - wybrane fakty, obiekty i zjawiska oraz dotyczące ich metody i teorie wyjaśniające złożone zależności między nimi, stanowiące zaawansowaną wiedzę ogólną z zakresu nauki o zarządzaniu i jakości oraz z zakresu dyscyplin uzupełniających: ekonomii i finansów, matematyki i informatyki, komunikacji i nowych mediów tworzących podstawy teoretyczne, uporządkowaną i podbudowaną teoretycznie wiedzę obejmującą kluczowe zagadnienia oraz wybrane zagadnienia z zakresu zaawansowanej wiedzy szczegółowej - właściwe dla programu studiów na kierunku Zarządzanie. |