

MGT567 Strategic Human Capital and Talent Management

Level: 5

Credit Units: 2.5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

In today's volatile, uncertain, complex, and ambiguous (VUCA) environment, employees are taking on new roles as the transformation of labour takes place at an unprecedented rate. Along with the automation of jobs, organisations need to manage and empower human capital to create a sustainable competitive advantage.

MGT567 Strategic Human Capital and Talent Management examines human capital management frameworks, theories, and practices in different types of business across a variety of industries. Students will gain deeper knowledge, skills, and insights into the important field of talent management as well as workplace diversity, equity, inclusion, and belonging (DEIB).

In addition, students will be able to answer the crucial questions facing workforce management today, from talent acquisition and role alignment to talent retention, development, and performance management. Through this course, students can achieve personal growth by expanding their knowledge in workforce transformation and developing strategic leadership skills.

Topics:

- Competitive advantage through human capital management
- Talent recruitment, selection, and retention
- Talent development and performance management
- Workplace diversity, equity, inclusion, and belonging (DEIB)
- Sustainable organisational structure, design, and culture
- Effective leadership and workforce transformation

Learning Outcome:

- Appraise human capital management frameworks, theories, and practices to create a sustainable and resilient organisation
- Formulate talent recruitment, selection, and retention strategies
- Assemble talent development and performance management programmes
- Assess workplace diversity, equity, inclusion, and belonging (DEIB)
- Recommend a sustainable organisational structure, design, and culture
- Prioritise effective leadership skills
- Design workplace shifts for workforce transformation

Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PRE-CLASS QUIZ 1	10

Overall Continuous Assessment	PARTICIPATION 1	15
	GROUP BASED ASSIGNMENT 1	25
Overall Examinable Components	ECA	50
Total		100

*The information listed is subject to review and change.