

Annexe A: New/Revised Course Content in OBTL+ Format

Course Overview

The sections shown on this interface are based on the templates [UG OBTL+](#) or [PG OBTL+](#)

If you are revising/duplicating an existing course and do not see the pre-filled contents you expect in the subsequent sections e.g. Course Aims, Intended Learning Outcomes etc. please refer to [Data Transformation Status](#) for more information.

Expected Implementation in Academic Year	
Semester/Trimester/Others (specify approx. Start/End date)	
Course Author * Faculty proposing/revising the course	A/P Lim Beng Chong
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Course Title	TALENT SOURCING & ACQUISITION
Course Code	BH2603
Academic Units	0
Contact Hours	0
Research Experience Components	

Course Requisites (if applicable)

Pre-requisites	AB105
Co-requisites	
Pre-requisite to	
Mutually exclusive to	
Replacement course to	
Remarks (if any)	

Course Aims

The ultimate competitive advantage of any company is the human capital (talent) that it has acquired, developed and sustained over time. Having the right talent is key to every successful organization. This course aims to provide you with the knowledge and skills in the domain of personnel recruitment, selection, and assessment. You will learn about staffing strategies, job analysis, external and internal recruitment, various selection and assessment methods, and decision making processes.

Course's Intended Learning Outcomes (ILOs)

Upon the successful completion of this course, you (student) would be able to:

ILO 1	Explain the staff organizations model and how its various components work together to achieve the optimal talent pool for organizations
ILO 2	Plan and conduct a job analysis
ILO 3	Explain and plan for recruitment activities
ILO 4	Explain and apply the various measurement issues related to the selection process
ILO 5	Evaluate and compare the relative effectiveness of different assessment methods to determine which work best and why
ILO 6	Explain and apply the various methods of making a final selection choice
ILO 7	Explain and apply the various retention management strategies
ILO 8	Engage other students in a meaningful and supportive way
ILO 9	Collaborate with other students to develop teamwork skills

Course Content

1. Staff organizations model 2. Job analysis 3. recruitment 4. measurements 5. assessment methods 6. decision making 7. retention management

Reading and References (if applicable)

Textbook (1) Heneman III, H., Judge T.A., Kammeyer-Mueller, J. 2019. Staffing Organizations. Ninth Edition, McGraw Hill Education. Journal / Article (2) Relevant articles (both compulsory and recommended) will be provided for each seminar

Planned Schedule

Week or Session	Topics or Themes	ILO	Readings	Delivery Mode	Activities
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Learning and Teaching Approach

Approach	How does this approach support you in achieving the learning outcomes?
Compulsory Readings/Classes Quizzes	This approach will equip you with the foundational knowledge to explain the theory and frameworks of Talent sourcing and acquisition in the context of the work environment.
Mini table assignments	This approach will provide you with ample opportunities to work on the different aspects of talent sourcing and acquisition and develop critical competencies such as oral communication, teamwork and interpersonal skill and critical thinking
Personal Learning Journal	This assignment will facilitate your continuous reflection /learning on the various talent sourcing and acquisition topics discussed in class and in the readings. Every week, specific reflection questions will be suggested.
Team project (part 1 and 2)	This approach will provide you with a unique opportunity to develop a talent sourcing and acquisition plan for a specific company. Working with other team members, you will have an opportunity to convince a panel of judges your proposed plan. In the process, you will be able to develop critical competencies such as oral communication, teamwork and interpersonal skill and critical thinking.

Assessment Structure

Assessment Components (includes both continuous and summative assessment)

No.	Component	ILO	Related PLO or Accreditation	Weightage	Team/Individual	Rubrics	Level of Understanding
1	Continuous Assessment (CA): Project(Team Project (Part 1 & 2) with peer evaluation)			30	Team		
2	Continuous Assessment (CA): Assignment(Personal weekly Learning Journal (min 13 entries))			30	Individual		
3	Continuous Assessment (CA): Test/Quiz(Quizzes)			10	Individual		
4	Continuous Assessment (CA): Assignment(Mini Table Assignments)			10	Individual		
5	Continuous Assessment (CA): Class Participation(Class Participations)			10	Individual		

Description of Assessment Components (if applicable)

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Formative Feedback

You will be provided with feedback on your class quizzes and group presentations in class during the seminars.
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NTU Graduate Attributes/Competency Mapping

This course intends to develop the following graduate attributes and competencies (maximum 5 most relevant)

Attributes/Competency	Level
Building Inclusivity	Intermediate
Collaboration	Intermediate
Communication	Basic
Decision Making	Intermediate
Sense Making	Intermediate

Course Policy

Policy (Academic Integrity)

Policy (General)

BH2603 is a very demanding course. You are expected to complete all assigned pre-class readings and activities, attend all seminar classes punctually and take all scheduled assignments and tests by due dates. You are expected to take responsibility to follow up with course notes, assignments and course related announcements for seminar sessions you have missed. You are expected to participate in all seminar discussions and activities.

Policy (Absenteeism)

Absence from class without a valid reason will affect your overall course grade. Valid reasons include falling sick supported by a medical certificate and participation in NTU's approved activities supported by an excuse letter from the relevant bodies. If you miss a seminar, you must inform the course instructor via email prior to the start of the class. Late submission policy: Late submission will automatically receive a penalty of one grade for every 24 hours.

Policy (Others, if applicable)

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