Department	10 Business Administration
Course title	**Talent Management & Development**
Course number	HR.3
Hours per week (SWS)	4
Number of ECTS credits	5
Course objective	After attending the course, students will be able to define the topics of personnel development (training & development) and talent management, critically analyze similarities and differences, and correctly classify them in the functions of human resource management.
	They are familiar with the business relevance of personnel development and talent management as well as their goals, carriers and objects and can also classify them from a strategic point of view. They can analyze the mode of action of further education and training measures and career development based on relevant theoretical models. Students will be familiar with the operational instruments and concepts of personnel development and talent management and will be able to apply, reflect on and evaluate these independently based on practical operational issues in a context-related manner. They are familiar with current trends in the areas of training & development such as the use of AI, gamification and other digital tools and can systematically present their advantages but also disadvantages.
	The students know the process of personnel development and talent management with planning (e.g., demand analysis), implementation and evaluation (e.g., KPIs) of talent management and development and can apply and critically assess this.
	Students acquire interpersonal skills in group work as well as analytical and communication skills, also for consulting HR stakeholders.
Prerequisites	none
Recommended reading	*Personnel development (Training & Development)*
	· Becker, Manfred: Personalentwicklung. Bildung, Förderung und Organisationsentwicklung in Theorie und Praxis. 6., aktualisierte und erw. Aufl., Schäffer-Poeschel, Stuttgart, 2013
	· Bröckermann, Reiner (Hrsg): Handbuch Personalentwicklung. 8. Auflage, Neuwied 2021
	· McGuire, D. (2014). Human Resource Development. 2nd Edition. Sage.
	· Ryschka, Jurij, Solga, Marc, Mattenklott, Axel (Hrsg.): Praxishandbuch Personalentwicklung. Instrumente, Konzepte, Beispiele. 3., vollständig überarbeitete und erweiterte Auflage. Gabler Verlag, Wiesbaden, 2010
	· Sadler-Smith, E. (2022). Human resource development: from theory into practice. Sage
	Talent Management
	Armstrong, M., & Taylor, S. (2020). Armstrong's handbook of human resource management practice. Kogan Page Publishers.
	Ritz, Adrian & Thom, Norbert (2018): Talent management. Identifying talent, developing competenci
Teaching methods	· Seminar-style teaching, presentationgs by HR experts
	· Case Studies, role plays, videos, podcasts
	· Plenary discussions
	· Student group work with short presentations on selected tools
Assessment methods	written exam
Language of instruction	English
Name of lecturer	Prof. Dr. Diana Benzinger
Email	diana.benzinger@hm.edu
Course content	- Fundamentals of training & development and talent management
	- Planning, implementation and evaluation of HR development processes
	- Instruments of talent management & HR development
	- Current trends in training and development: AI, digitalization, learning-on-demand, etc.
Remarks	