

The title of the course	Talent management in companies
Faculty	Faculty of Management and Transport
The level of studies	Undergraduate (BA) Postgraduate (MA)
Semester	summer
The form of classes and number of hours	15 h – preparing for the classes based on the newest literature review supported by the teacher 10 h – workshop with the teacher 15 h h – student`s on-going project 2 h – verification of project with the teacher 5 h – improving on-going project 3 h – final verification of the project, individual conversation with student
Classes conducted for Polish students. Erasmus students can join them	Yes, It is possible. Titile of the subject: „Talent management in enterprises.” Language of course: english
Language of instruction	English
The number of ECTS	3 ECTS
Teacher	Agnieszka Zielińska, Ph.D.
The aims of the course (maximum 500 characters)	The aim of the course is to educate students who will consciously create a friendly working environment for talents in international companies. The aim of the course is to familiarize students with issues such as talent acquisition, talent management, organizational culture and its impact on employee engagement, the management model of goals, ways of motivating employees. An important element will be not only the acquisition of knowledge but also the building of awareness among students - how important it is to manage people based on their natural talents.
The content of the course: main topics and key ideas	<ul style="list-style-type: none"> • Organizational culture as a source of competitive advantage • Workplace anthropology • Legal aspects of hiring employees • Building and running teams • Psychology of Recruitment and Selection • Global Talent Management Strategies. • Motivation theories and tools • Recruitment and Selection, Talent Acceleration and Career Maps • Training and professional development • Employee engagement • Person-job fit

Didactics methods	Workshop in the group, case studies, on-going project, conversation
Course requirements	Attendance, presentation of the report
Literature (basic and supplementary)	<p>Basic literature:</p> <ol style="list-style-type: none"> 1. The Talent Management Handbook - Creating a Sustainable Competitive Advantage by Selecting, Developing, and Promoting the best People, McGraw-Hill, 2017 <p>Supplementary (selected positions):</p> <ol style="list-style-type: none"> 2. Nafei Wageeh, Talent Management, OmniScriptum GmbH & Co. KG, Wydawnictwo SQN, 2014 3. Resourcing and Talent Management 7th Edition, S. Taylor (2018) CIPD - Kogan Page; 7th edition
The effects of the education <ul style="list-style-type: none"> - knowledge - skills - social competences 	<p>Student knows and understands the classical and modern concepts and theories of talent management and their directions of development, is aware of the processes of change taking place in organizations and economy.</p> <p>Student is able to properly handle an extended range of talent management and related sciences concepts, use professional terminology, communicate on specialized topics with diverse audiences.</p>