ANDHRA UNIVERSITY, VISAKHAPATNAM
PART – II, B.A.-(CBCS) GENERAL COURSE STRUCTURE
II Year B.A. HRM – IV Semester
Course – V - Talent and Knowledge Management
Semester-wise Syllabus under CBCS
(w.e.f. 2020-21 Admitted Batch)

SYLLABUS:

Unit I: Meaning and importance of talent management; Designing and building a talent reservoir; Talent Management Grid; Creating a talent management system; Institutional strategies for dealing with talent management.

Unit II: Competency: Meaning, types and steps in developing a valid competency model; Competency Mapping; Talent management information systems; Developing a talent management information strategy; Role of leaders in talent management.

Unit III: Knowledge Management: Origin, Concept, elements of Knowledge Management; Advantages of KM to HRM; Knowledge and Intellectual Property; Concept of Knowledge Worker; Knowledge Management and Learning Organization; Challenges in Implementation of KM.

Unit IV: Process: Stages of KM process; Erik Svieby’s Model; Alvensson and Karrreman’s approaches; Knowledge Management solutions, mechanisms and system; Knowledge creation and knowledge sharing, knowledge dissemination.

Unit V: KM Strategy; Organization Structure; Knowledge Audit; Benchmarking Method; Balance Scorecard Method; Features of Knowledge intensive firm.

Case Analysis
Suggested Readings:
II B.A. - HRM - Semester - IV
Course - V - Talent and Knowledge Management
MODEL PAPER

Max Marks : 75
Time : 3 Hours

5 x 5 = 25 Marks

SECTION - A

I. Answer ANY five of the following questions.

1. Talent Management

2. Competency

3. Talent Information System

4. Knowledge Management

5. Knowledge and Intellectual property

6. Knowledge Dissemination

7. Knowledge Audit

8. Balanced Source Method

5 x 10 = 50 Marks

SECTION - B

II. Answer the following ONE from Each Unit.

9. (a) Write about Talent Management Grid?

(or)

(b) What is the importance of Talent Management?
10. (a) Write role of leaders in Talent Management?

(b) Write about types and steps in developing a valid competency model

11. (a) What are the elements of Knowledge Management?

(b) What about the concept of Knowledge Worker?

12. (a) What are the stages in the Knowledge Management process?

(b) Write about Knowledge Management solutions?

13. (a) What is the Knowledge Management strategy?

(b) Write about features of Knowledge Intensive firm.

N. Satyanarayana,
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