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 Karreman'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:

1. Filemon A. Uriarte, Introduction to Knowledge Management, ASEAN Foundation, Jakarta, 2008.
2. T.Raman, Knowledge Management: A Resource Book, Excel Books, New Delhi, 2007(Reprint).
3. Awad, E. M. and Ghaziri, H. M., Knowledge Management, Pearson Education International, (2003).
4. Kimiz Dalkir, Knowledge Management in Theory and Practice, Elsevier direct, New York.
5. Ratan Reddy, B, Knowledge Management, Himalaya Publishing House, Mumbai, 2008.
6. Stuart Barnes, Knowledge - Management Systems: Theory and Practice, Thomson Learning, London, 2002.

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II B.A. – HRM - Semester – IV
Course – V - Talent and Knowledge Management
MODEL PAPER

Max Marks : 75
Time   : 3 Hours

SECTION – A
5 x 5 = 25 Marks

I.   Answer ANY five of the following questions.

1. Talent Management

   ప్రజ్ఞా నిర్వహణ.

2. Competency

   సమఉద | యూక్యత

3. Talent Information System

   ప్రజ్ఞా సమాచార పద్ధతి.

4. Knowledge Management

   జ్ఞాన నిర్వహణ.

5. Knowledge and Intellectual property

   జ్ఞానసము మరియు బుద్ధి సంబంధమైన ప్రభువము.

6. Knowledge Dissemination

   జ్ఞానము వ్యాపింఛుట.

7. Knowledge Audit

   జ్ఞాన విమక్ష చేక | తనిఖీచేయుట.

8. Balanced Source Method

   బొలెన్సెడ్ మూచాభారపద్ధతి.

SECTION – B
5 x 10 = 50 Marks

II.   Answer the following ONE from Each Unit.

9. (a) Write about Talent Management Grid?

   ప్రజ్ఞా నిర్వహణయొక్క గ్రిడ్ గురించి వ్రాయండి?

(or)

(b) What is the importance of Talent Management?

   ప్రజ్ఞా నిర్వహణయొక్క ప్రాముఖ్యత ఏమిటి?

10.(a) Write role of leaders in Talent Management?

(or)

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

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

(or)

(b) What about the concept of Knowledge Worker?

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

(or)

(b) Write about Knowledge Management solutions?

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

(or)

(b) Write about features of Knowledge Intensive firm.

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