



Global Strategic Talent Management

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SHORT COURSE DESCRIPTION

This ISS course aims to develop students' acumen and insight that help to make right decisions about talent management in the global context. The course is designed to introduce students to the nature of developing and managing talent in multinational and global firms. We explore the complexity, challenges, and choices that firms are faced with and strategies they use to effectively develop and manage their international workforce in culturally and geographically diverse environments. It provides students with an in-depth understanding of how talent management approaches and practices become different depending on external contingencies such as governmental policies, customers, and national cultures across countries. Rather than specific, specialized, and technical knowledge and skills pertaining to talent management, the principle focus of this course is the development of global leaders who understand how to design and implement talent management practices contextualized to organizations. To do so, we will cover a variety of theories, notions, and research findings, which guide students to develop firm-specific programs for talent management. Also, students will have ample opportunities to present and share unique cases regarding talent management practices in their local area.

READING MATERIALS

There is no textbook. Handouts are given by the instructor.

COURSE REQUIREMENTS AND GRADING

The following are the course requirements. A final grade will be determined according to the percentage of achievement: **Pass** for those achieving **60% or above** and fail for those achieving below 60%. Students may raise objection to the grading, resulting in a reexamination of their assignments and exams. Students should make sure that their objection to the grading may lead to the deduction of some points. Therefore, please be cautious! In addition, please make sure that this course has no extra credit opportunity at the end of the semester. After the final exam is finished, students will not have any make-up opportunity. Thus, please do your best for every assignment and exam within the course schedule.

Items	Points
Attendance	10
Class participation	20
In-the-news presentation	40
Mid-term exam	40
Final exam	40
Total	150

Attendance (10 points)

SKKU regulations require students to attend at least 80% of all classes. Within this rule, students are allowed for one in-class meeting (i.e., two sessions) free absence without penalizing the final grade, if there are special and unavoidable reasons to your work, family, and study. Despite this generous policy, students must attend the in-the-news presentation and exams as scheduled.

Class participation (20 points)

Students are required to participate in class discussions. Absences naturally mean zero participation. Students will also receive zero point if they do not say anything while attending a class meeting. Participation will be evaluated quantitatively and qualitatively.

In-the-news presentation (40 points)

Each student will have one or two chances for the in-the-news presentation. In this individual assignment, students first have to find out a recent and interesting news article or a news video clip, which should be related to the specific topics (see the course schedule on the last page) of this course. From July 8th to July 14th, about five students will do their in-the-news presentation during the 2nd session of the in-class meeting after the 1st session of lecture. For 10-15 minutes, each student should (1) give a brief overview of the news which is related to the topic of the 1st session, (2) apply theories and notions to understand and delineate the case in the news, provide implications for talent management, and lead discussion regarding the topic and the news. Presentations will be scheduled before the mid-term exam by reflecting students' preferred dates and topics. Each presenter should send the news article or the video clip link to the instructor at least three days before the designated presentation date. Both the material and presentation will be evaluated. Please make sure that students should prepare for their in-the-news presentation only with a news articles or a video clip provided by the major reputable media (e.g., New York Times, Business Week, Economist, Harvard Business Review). Students can cover more than one news articles or a video clip if the materials are interrelated.

Two in-class exams (40 points each; 80 points in total)

There will be two in-class, non-cumulative, and multiple-choice exams as noted on the course schedule. The midterm exam and the final exam will take 40 points, respectively. Both exams will be given to test your understanding of the course materials, including all lecture slides, cases, assignments, and class discussions.

ACADEMIC INTEGRITY

Integrity is one of the most crucial characteristics of all organizational members. Likewise, academic integrity is also required in an academic setting. This course has a strict "zero tolerance for academic dishonesty" policy. First, you are not supposed to cheat on exams. In addition, some of you may think that you can get away with a cut-and-paste from other sources without giving due credit to the original sources, such as web-page and social media, to complete the in-the-news presentation. However, this is plagiarism and is a serious violation of the academic integrity. To avoid any unpleasant consequences from such actions, whenever you quote other's work, you have to provide due acknowledgment and citation of the sources. As such, I would like you to take personal responsibility for upholding standards of academic integrity. All instances of academic dishonesty that I notice or are reported to me will be handled based on the university regulations.

PROPOESD COURSE SCHEDULE (Subject to Change with Prior Notice)

– WEEK I –

Thursday (24 June)

Session 1: Course Introduction

Session 2: Talent Management Overview

Friday (25 June)

Session 1: Strategic Partner

Session 2: Human Resources and Talent

– WEEK II –

Monday (28 June)

Session 1: Talent Management System

Session 2: Best Practices Approach

Tuesday (29 June)

Session 1: Strategic Contextual Approach I

Session 2: Strategic Contextual Approach II

Wednesday (30 June)

Session 1: Cultural Fit I

Session 2: Cultural Fit II

Thursday (1 July)

Session 1: Workforce Differentiation I

Session 2: Workforce Differentiation II

– WEEK III –

Monday (5 July)

Session 1: Talent management Process I

Session 2: Talent management Process II

Tuesday (6 July)

Session 1: High Performers Management I

Session 2: High Performers Management II

Wednesday (7 July)

Session 1: Exam Review

Session 2: **Mid-Term Exam**

Thursday (8 July)

Session 1: Recruiting and Hiring Talent

Session 2: **In-The News Presentation I**

Friday (9 July)

Session 1: Training and Developing Talent

Session 2: **In-The News Presentation II**

– WEEK IV–

Monday (12 July)

Session 1: Designing and Assigning Jobs for Talent

Session 2: **In-The News Presentation III**

Tuesday (13 July)

Session 1: Managing Job Performance of Talent

Session 2: **In-The News Presentation IV**

Wednesday (14 July)

Session 1: Rewarding Talent

Session 2: **In-The News Presentation V**

Thursday (15 July)

Session 1: Exam Review

Session 2: **Final Exam**