



**SYMBIOSIS COLLEGE OF ARTS & COMMERCE**  
 An Autonomous College | Under Savitribai Phule Pune University  
 Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | College with Potential for Excellence

**UG/PG (Revised Curriculum under NEP w.e.f. June 2023)**

PROGRAM	BA	BA(Hon)	B.Com	B.Com(Hon)	M.Com	MA - Eng	MA-Eco	MA-Psy
Tick ✓					✓			

SEMESTER	1	2	3	4	5	6	7	8
Tick ✓		✓						

SPECIALIZATIONS									
BA	Eco	Eng	Psy	Gen					
Tick ✓									
BCOM	Costing	Banking	Entrep	MKT	Fin & Acc	Mgt Acc	HRM	Bus Analytics	Gen
Tick ✓									

<b>Name of Board of Studies</b>	Commerce
<b>Name of the Department</b>	Commerce
<b>Name of Head of Department</b>	Dr.H.M.Soman
<b>Title of the Course</b>	Workforce planning and Talent Building
<b>Course Code</b>	
<b>Type of Course (New / Revised)</b>	New
<b>Nature of Course (Maj/Min/AEC/SEC/VEC/VSC)</b>	
<b>Number of Credits</b>	4
<b>Name of the Faculty</b>	
<b>Date of Approval by BoS</b>	June 3 <sup>rd</sup> 2023
<b>Date of Implementation</b>	June 2023

<b>Course Outcomes</b>
1. To enumerate workplace, workforce, workforce planning

2. To analyse employers and employees perspective of the workplace and their expectations
3. To analyse workforce strategies employed by various organizations
4. To be able to create a competency mapping for oneself and for others

<b>DETAILS OF SYLLABUS</b>		
<b>UNIT NUMBER</b>	<b>DETAILS</b>	<b>NUMBER OF LECTURES</b>
1	<b>1. Introduction to workforce planning</b> 1.1 Understanding workplace and power of workforce in organizations 1.2 Key workforce characteristics 1.3 Employee Perspective 1.4 changing work environment	14
2	<b>Employer perspective:</b> 2.1 Strategy and sustainability 2.2 Cost/benefit assessment 2.3 Strategy implications for HR	12
3	<b>Empowering workforce to deliver sustainable outcomes</b> 3.1 Creation of strategic workforce plan 3.2 Workforce Planning process 3.3 Succession planning 3.4 Managing emotions within the workplace 3.5 Innovative workplace solutions to retain employees	16
4	<b>Talent Management</b> 4.1 Talent Management v/s HR 4.2 Talent Management metrics 4.3 Competency mapping 4.4 Talent Engagement analytics 4.5 Talent Retention Analytics 4.6 Employee wellness: Health and safety	18
5	Assignments: Case study, Article review, field visit, Group presentations	
Reference List		

**1. HR from the Outside In: Six Competencies for the Future of Human Resources**

*Dave Ulrich, Jon Younger, Wayne Brockbank, Mike Ulrich*

**2. Victory Through Organization**

*Dave Ulrich, David Kryscynski, Wayne Brockbank, Mike Ulrich*

**3. Predictive HR Analytics: Mastering the HR Metric**

*Kirsten & Martin Edwards*

Principal  
Symbiosis College of  
Arts & Commerce, Pune-4.

Name and Sign of Head

**Examination Pattern**

**Total : 100 marks**

Internal – 50 marks

External- 50 marks

**Format of the Question Paper**

Q.1 Short notes

Q.2 objectives

Q.3 short answers/case studies

Q.4 Long answers

