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Course: International Talent Management — credits: 5

Course code	LBVB26ITM1C
Name	International Talent Management
Study year	2026-2027
ECTS credits	5
Language	English
Coordinator	T. Vriend
Modes of delivery	Assignment
Assessments	Other assessment - Other assessment

Learning outcomes

PLO2: Business Transformation

In this course, students learn to design and develop a coherent international talent management plan that supports organizational objectives and contributes to organizational development.

Learning line: Management

CLO1: Students can design an integrated talent management framework that aligns workforce planning, recruitment and selection, development, and performance management with organizational objectives.

CLO2: Students can justify proposed talent management interventions based on organizational analysis and identified development needs.

PLO 3: Relationship Management

In this course, students learn to structure talent management systems that regulate and support emPLOyment relationships within international organizations.

Learning line: Management

CLO1: Students can analyze how talent management policies influence emPLOyment relationships and organizational processes.

CLO2: Students can integrate human resource and intercultural considerations into a coherent and internally consistent talent management proposal.

PLO 4: Self-Management

In this course, students develop professional collaboration and project execution skills in a team-based setting.

Learning line: Global Mindset and Professional Development

CLO1: Students can contribute effectively to a team-based project by fulfilling assigned roles and responsibilities in the development of a talent management plan.

Content

This course focuses on developing an international talent management plan within a project-based learning environment. Working in teams, students design a coherent framework integrating workforce planning, recruitment and selection, development, and performance management. They translate HRM theory into structured and feasible talent management solutions, with emphasis on system coherence, organizational alignment, and practical implementation.

This course supports the SDG8 (Decent Work and Economic Growth) by promoting strategic talent development, productive employment practices, and sustainable organizational performance in international contexts.

Included in programme(s)

IBS Exchange programme International Business - Fundamentals
International Business 4 Year

School(s)

Business & Law

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