



## Waiver Rule for MGMT 6040 – Talent Management

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This course is designed to develop skills in understanding human behavior in organizations and how to effectively manage the talent that resides within employees. Students will learn about essential aspects of managing and developing talent, including individual differences, employee hiring, motivation, team dynamics, leadership, and influencing others. Through a discussion of concepts in human behavior, students will learn useful analytical frameworks for understanding the complexities of managing talent in order to best achieve organizational success.

### **Which students are allowed to take the Talent Management exam?**

Students in the MBA and M.S. in Technology Commercialization and Entrepreneurship programs. MGMT 6040 Talent Management is a core course of these programs. We offer you a test that allows you to waive out of Talent Management and replace the 3 credits with an elective approved by your program adviser.

*\*In order to be allowed to take the waiver exam, students must have an “A-” or above grade in both their undergraduate organizational behavior and human resources courses, and if applicable, provide a copy of the syllabi and transcript.*

### **What content will be covered on the Talent Management exam?**

Students must be proficient in understanding and applying fundamental concepts in organizational behavior and in human resources. Concepts covered include workforce planning, employee recruitment, employee selection and the use of selection tools, workforce diversity, human motivation theories, employee compensation, performance appraisal systems, effective communication, team composition, team dynamics, team decision-making, leadership, power and influence, organizational change, and organizational culture.

### **What is the criterion for passing?**

If you obtain a grade of 85% or higher on this test, you are exempt from taking MGMT 6040.

### **When is the Talent Management exam?**

On Friday, August 16, 2019, from 9 a.m. to 12 p.m.

### **Where is the Talent Management exam?**

In the Pittsburgh Building, Room 5216

### **What should you bring to the Talent Management exam?**

A pencil and pen

### **How should you sign up for the Talent Management exam?**

Send a copy of your transcript documenting an “A-” grade in both organizational behavior and human resources along with the course syllabi to Roberta Russo at [russor5@rpi.edu](mailto:russor5@rpi.edu) (Phone: 518-276-2710) to sign up for the exam by August 13, 2019. Provide your name, RIN, and email contact information.