	Universitas Negeri Surabaya Fakultas Ekonomika dan Bisnis Program Studi S3 Manajemen	Kode Dokumen

RENCANA PEMBELAJARAN SEMESTER

MATA KULIAH (MK)	KODE	Rumpun MK	BOBOT (sks)			SEMESTER	Tgl Penyusunan
Research in Human Resources Management and Organizational Studies	6100103009	Mata Kuliah Wajib Program Studi	T=3	P=0	ECTS=7.56	2	3 Januari 2024

OTORISASI		Pengembang RPS	Koordinator RMK	Koordinator Program Studi
		Dr. Andre Dwijanto Witjaksono, ST, M.Si.	Prof. Dr. Anang Kistyanto, S.Sos., M.Si.	Prof. Dr. Dewie Tri Wijayati Wardoyo, M.Si.

Model Pembelajaran	Project Based Learning

Capaian Pembelajaran (CP)	CPL-PRODI yang dibebankan pada MK	
	CPL-5	Lulusan mampu beradaptasi terhadap konteks permasalahan bisnis yang dihadapi dengan baik.
	CPL-8	Lulusan mampu mengambil keputusan strategis untuk pengembangan diri dengan tepat.
	CPL-9	Lulusan mampu mengimplementasikan teori bidang manajemen dalam mengelola organisasi secara efektif.
	CPL-10	Lulusan mampu mengaplikasikan teknologi informasi dalam pengelolaan data keuangan, pemasaran, dan SDM dengan tepat.
	CPL-12	Lulusan mampu mengembangkan teori bidang manajemen secara menyeluruh.
	Capaian Pembelajaran Mata Kuliah (CPMK)	
	CPMK - 1	Students can show the character of piety to God Almighty. Appreciate diversity, ethics, responsibility, independence, smart, honest, and tough in management theory learning activities.
	CPMK - 2	Students are able to integrate concepts and appropriate information technology to manage business research, solve problems, and make strategic decisions in management.
	CPMK - 3	Students are able to publish research results in their scientific field in scientific journals that are reputable or have an impact factor.
	Matrik CPL - CPMK	

CPMK	CPL-5	CPL-8	CPL-9	CPL-10	CPL-12
CPMK-1	✔				
CPMK-2				✔	
CPMK-3			✔		

Matrik CPMK pada Kemampuan akhir tiap tahapan belajar (Sub-CPMK)

CPMK	Minggu Ke															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
CPMK-1									✔							
CPMK-2	✔															
CPMK-3															✔	✔

Deskripsi Singkat MK	Matakuliah ini mengenai konsep-konsep dan Teknik dalam melakukan riset SDM dan studi organisasi: ruamg lingkup riset SDM, jenis dan tahap riset SDM, sumber, pemgukuran dan teknik pemgukuran data, penyusunan instrument, pengukuran variable, penentuan sampel, analisis data, interprestasi hasil riset, penyusunan laporan dan presentasi hasil riset. This course contains concepts and techniques in conducting HR research and organizational studies: scope of HR research, types and stages of HR research, sources, measurement and data measurement techniques, preparation of instruments, variable measurement, sample determination, data analysis, interpretation of research results , preparation of reports and presentation of research results.

Pustaka	**Utama :**		
	1. Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited. 2. Armstrong, Michael (2006), A Handbook of Human Resource Management Practice, 10th edition, London: Kogan Page Limited. 3. Beardwell, Ian; Holden, Len and Claydon, Tim (2004), Human Resource Management: A Contemporary Approach, Harlow: .Pearson Education Limited. 4. Armstrong, Michael (2006), Strategic Human Resource Management, 3th edition, London: Kogan Page Limited. 5. Dubrin, Andrew J. (2010), Leadership Research Findings, Practice, and Skills, Sixth Edition, Mason: Cengage Learning.		
	Pendukung :		
Dosen Pengampu	Prof. Dr. Jun Surjanti, S.E., M.Si. Prof. Dr. Anang Kistyanto, S.Sos., M.Si. Dr. Andre Dwijanto Witjaksono, S.T., M.Si.		

Mg Ke-	Kemampuan akhir tiap tahapan belajar (Sub-CPMK)	Penilaian		Bantuk Pembelajaran, Metode Pembelajaran, Penugasan Mahasiswa, [Estimasi Waktu]		Materi Pembelajaran [Pustaka]	Bobot Penilaian (%)
		Indikator	Kriteria & Bentuk	Luring (*offline*)	Daring (*online*)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Students are able to analyze HR research and organizational studies	1. Able to analyze scope of HR research 2. Able to analyze types of HR research 3. Able to analyze stages of HR research	**Kriteria:** 1. Criteria: Holistic rubric 2. Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 1: Summarize and present the basic concepts of HR research and organizational studies [3 x 50 minutes]	**Materi:** The basic concepts of HR research and organizational studies: scope of HR research, types and stages of HR research **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	2%
2	Students are able to analyze the basic concept of measurement and data measurement techniques	1. Able to analyze the basic concept of measurement 2. Able to analyze data measurement techniques	**Kriteria:** 1. Criteria: Holistic rubric 2. Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 2: Summarize and present the basic concept of random samples [3 x 50 minutes]	**Materi:** Measurement and data measurement techniques **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	2%

3	Students are able to analyze how preparation of instruments	Able to analyze preparation of instruments	**Kriteria:** 1. Criteria: Holistic rubric 2. Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 3: Summarize and present the basic concept of preparation of instruments [3 x 50 minutes]	**Materi:** Preparation of instruments **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	2%
4	Students are able to analyze Variable measurement	Able to analyze Variable measurement	**Kriteria:** 1. Criteria: Holistic rubri 2. Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 4: Summarize and analyze variable measuremen	**Materi:** Variable measurement **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	2%
5	Students are able to analyze sample determination	Able to analyze sample determination	**Kriteria:** 1. Criteria: Holistic rubric 2. Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 5: Summarize and present average hypothesis test and one/two way univariate variance [2 x 3 x 50 minutes]	**Materi:** Sample determination **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	2%
6	Students are able to evaluate data analysis	Able to analyze data analysis	**Kriteria:** Criteria: Holistic rubric **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 6: Summarize and analyze Sample determinatio [3 x 50 minutes]	**Materi:** Data analysis **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	2%

7	Students are able to evaluate data analysis	Able to analyze data analysis	**Kriteria:** 1.Criteria: Holistic rubric 2.Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 7: Summarize and analyze data analysis [3 x 50 minutes]	**Materi:** Interpretation of research results **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	3%
8	MID Semester Examination		**Bentuk Penilaian** : Penilaian Hasil Project / Penilaian Produk				25%
9	Students are able to evaluate preparation of reports and presentation of research results.	Able to evaluate preparation of reports and presentation of research results	**Kriteria:** 1.Criteria: Holistic rubric 2.Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 9: Summarize and evaluate preparation of reports and presentation of research results. [3 x 50 minutes]	**Materi:** evaluate preparation of reports and presentation of research results. **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	2%
10	Students are able to prepare and presentation of research papers in the field of HRM and Organizational Studies	Able to prepare and presentation of research papers in the field of HRM and Organizational Studies	**Kriteria:** 1.Criteria: Holistic rubric 2.Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) [2 x 3 x 50 minutes] Task 9: Summarize and present of research papers in the field of HRM and Organizational Studies [2 x 3 x 50 minutes]	**Materi:** Prepare and presentation of research papers in the field of HRM and Organizational Studies **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	3%

			Kriteria / Bentuk Penilaian		Pembelajaran	Materi / Pustaka	
11	Students are able to prepare and presentation of research papers in the field of HRM and Organizational Studies	Able to prepare and presentation of research papers in the field of HRM and Organizational Studies	**Kriteria:** 1. Criteria: Holistic rubric 2. Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 11: Summarize and present of research papers in the field of HRM and Organizational Studies [2 x 3 x 50 minutes]	**Materi:** Prepare and presentation of research papers in the field of HRM and Organizational Studies **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	3%
12	Students are able to prepare and presentation of research papers in the field of HRM and Organizational Studies	Able to prepare and presentation of research papers in the field of HRM and Organizational Studies	**Kriteria:** 1. Criteria: Holistic rubric 2. Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 12: Summarize and present of research papers in the field of HRM and Organizational Studies [2 x 3 x 50 minutes]	**Materi:** Prepare and presentation of research papers in the field of HRM and Organizational Studies **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	3%
13	Students are able to prepare and presentation of research papers in the field of HRM and Organizational Studies	Able to prepare and presentation of research papers in the field of HRM and Organizational Studies	**Kriteria:** 1. Criteria: Holistic rubric 2. Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 13: Summarize and present of research papers in the field of HRM and Organizational Studies [2 x 3 x 50 minutes]	**Materi:** Prepare and presentation of research papers in the field of HRM and Organizational Studies **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	3%

14	Students are able to prepare and presentation of research papers in the field of HRM and Organizational Studies	Able to prepare and presentation of research papers in the field of HRM and Organizational Studies	**Kriteria:** 1.Criteria: Holistic rubric 2.Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 14: Summarize and present of research papers in the field of HRM and Organizational Studies [2 x 3 x 50 minutes]	**Materi:** Prepare and presentation of research papers in the field of HRM and Organizational Studies **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	3%
15	Students are able to prepare and presentation of research papers in the field of HRM and Organizational Studies	Able to prepare and presentation of research papers in the field of HRM and Organizational Studies	**Kriteria:** 1.Criteria: Holistic rubric 2.Non-test form: Summarize the lecture material **Bentuk Penilaian** : Aktifitas Partisipasif		Google Classroom (discussion) Google Meet (lecture) Vilearn Unesa (discussion) Task 15: Summarize and present of research papers in the field of HRM and Organizational Studies [2 x 3 x 50 minutes]	**Materi:** Prepare and presentation of research papers in the field of HRM and Organizational Studies **Pustaka:** *Stahl, Günter K. & Björkman, Ingmar (2006). Handbook of Research inInternational Human Resource Management Edward Elgar Publishing Limited.*	3%
16	Final Semester Examination		**Bentuk Penilaian** : Penilaian Hasil Project / Penilaian Produk				40%

Rekap Persentase Evaluasi : Project Based Learning

No	Evaluasi	Persentase
1.	Aktifitas Partisipasif	35%
2.	Penilaian Hasil Project / Penilaian Produk	65%
		100%

Catatan
1. **Capaian Pembelajaran Lulusan Prodi (CPL - Prodi)** adalah kemampuan yang dimiliki oleh setiap lulusan prodi yang merupakan internalisasi dari sikap, penguasaan pengetahuan dan ketrampilan sesuai dengan jenjang prodinya yang diperoleh melalui proses pembelajaran.
2. **CPL yang dibebankan pada mata kuliah** adalah beberapa capaian pembelajaran lulusan program studi (CPL-Prodi) yang digunakan untuk pembentukan/pengembangan sebuah mata kuliah yang terdiri dari aspek sikap, ketrampulan umum, ketrampilan khusus dan pengetahuan.
3. **CP Mata kuliah (CPMK)** adalah kemampuan yang dijabarkan secara spesifik dari CPL yang dibebankan pada mata kuliah, dan bersifat spesifik terhadap bahan kajian atau materi pembelajaran mata kuliah tersebut.
4. **Sub-CPMK Mata kuliah (Sub-CPMK)** adalah kemampuan yang dijabarkan secara spesifik dari CPMK yang dapat diukur atau diamati dan merupakan kemampuan akhir yang direncanakan pada tiap tahap pembelajaran, dan bersifat spesifik terhadap materi pembelajaran mata kuliah tersebut.

5. **Indikator penilaian** kemampuan dalam proses maupun hasil belajar mahasiswa adalah pernyataan spesifik dan terukur yang mengidentifikasi kemampuan atau kinerja hasil belajar mahasiswa yang disertai bukti-bukti.
6. **Kreteria Penilaian** adalah patokan yang digunakan sebagai ukuran atau tolok ukur ketercapaian pembelajaran dalam penilaian berdasarkan indikator-indikator yang telah ditetapkan. Kreteria penilaian merupakan pedoman bagi penilai agar penilaian konsisten dan tidak bias. Kreteria dapat berupa kuantitatif ataupun kualitatif.
7. **Bentuk penilaian:** tes dan non-tes.
8. **Bentuk pembelajaran:** Kuliah, Responsi, Tutorial, Seminar atau yang setara, Praktikum, Praktik Studio, Praktik Bengkel, Praktik Lapangan, Penelitian, Pengabdian Kepada Masyarakat dan/atau bentuk pembelajaran lain yang setara.
9. **Metode Pembelajaran:** Small Group Discussion, Role-Play & Simulation, Discovery Learning, Self-Directed Learning, Cooperative Learning, Collaborative Learning, Contextual Learning, Project Based Learning, dan metode lainnya yg setara.
10. **Materi Pembelajaran** adalah rincian atau uraian dari bahan kajian yg dapat disajikan dalam bentuk beberapa pokok dan sub-pokok bahasan.
11. **Bobot penilaian** adalah prosentasi penilaian terhadap setiap pencapaian sub-CPMK yang besarnya proposional dengan tingkat kesulitan pencapaian sub-CPMK tsb., dan totalnya 100%.
12. TM=Tatap Muka, PT=Penugasan terstruktur, BM=Belajar mandiri.

RPS ini telah divalidasi pada tanggal 18 Oktober 2024

Koordinator Program Studi S3
Manajemen

Prof. Dr. Dewie Tri Wijayati
Wardoyo, M.Si.
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UPM Program Studi S3
Manajemen

Dr. Yessy Artanti, S.E., M.Si.
NIDN 0003017804

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