



**Universitas Negeri Surabaya
Faculty of Social and Legal Sciences,
Bachelor of Laws Study Program**

Document Code

SEMESTER LEARNING PLAN

Courses	CODE	Course Family	Credit Weight			SEMESTER	Compilation Date																																																	
Employment selecta capita	7420102133	Study Program Elective Courses	T=2	P=0	ECTS=3.18	7	December 18, 2023																																																	
AUTHORIZATION		SP Developer	Course Cluster Coordinator			Study Program Coordinator																																																		
		Arinto Nugroho, S.H., S.Pd., M.H.	Arinto Nugroho, S.H., S.Pd., M.H.			Vita Mahardhika, S.H., M.H.																																																		
Learning model	Case Studies																																																							
Program Learning Outcomes (PLO)	PLO study program that is charged to the course																																																							
	PLO-12	Able to understand material legal aspects																																																						
	PLO-14	Able to apply logical, critical, systematic, solution and innovative thinking																																																						
	PLO-20	Act as a citizen who is proud and loves the country by obeying the law and being disciplined in social and state life;																																																						
	Program Objectives (PO)																																																							
	PO - 1	The course contains actual topics as well as cases and settlements in the field of employment law																																																						
	PLO-PO Matrix																																																							
		<table border="1" style="width: 100%; text-align: center;"> <tr> <td>P.O</td> <td>PLO-12</td> <td>PLO-14</td> <td>PLO-20</td> <td colspan="3"></td> </tr> <tr> <td>PO-1</td> <td></td> <td></td> <td></td> <td colspan="3"></td> </tr> </table>						P.O	PLO-12	PLO-14	PLO-20				PO-1																																									
	P.O	PLO-12	PLO-14	PLO-20																																																				
	PO-1																																																							
PO Matrix at the end of each learning stage (Sub-PO)																																																								
	<table border="1" style="width: 100%; text-align: center;"> <tr> <td rowspan="2">P.O</td> <td colspan="16">Week</td> </tr> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td> </tr> <tr> <td>PO-1</td> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>						P.O	Week																1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	PO-1																
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	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16																																								
PO-1																																																								
Short Course Description	Capita Selecta Employment is a course that discusses employment issues from legal aspects, principles, theory, practice and legal politics as well as resolving cases involving industrial relations, worker welfare and protection, occupational health and safety, termination of employment relations and resolving industrial relations disputes. ., planning and placement of workers both at home and abroad, . Lectures are carried out with lectures, case study analysis, presentations and discussions.																																																							
References	Main :																																																							
	<ol style="list-style-type: none"> 1. Lalu Husni. 2006. Pengantar Hukum Ketenagakerjaan Indonesia . Jakarta : Raja Grafindo Persada. 2. Asri Wijayanti. 2009 . Hukum Ketenagakerjaan Pasca Reformasi. Jakarta : Sinar Grafika. 3. Agusmidah. 2010. Hukum ketenagakerjaan Indonesia : dinamika & kajian teori. Jakarta: Ghalia Indonesia. 4. Uwiyono. Aloysius et all. 2014. Asas-Asas Hukum Perburuhan. Jakarta: Raja Grafindo Persada. 																																																							
	Supporters:																																																							
Supporting lecturer	Emmilia Rusdiana, S.H., M.H. Arinto Nugroho, S.H., S.Pd., M.H. Ahmad Nailul Author, S.H., S.I.P., M.H.																																																							
Week-	Final abilities of each learning stage (Sub-PO)	Evaluation		Help Learning, Learning methods, Student Assignments, [Estimated time]		Learning materials [References]	Assessment Weight (%)																																																	
		Indicator	Criteria & Form	Offline (offline)	Online (online)																																																			

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Students are able to understand the Politics of Employment Law	Students Can: 1. Explain the meaning of labor law 2. Show the scope, nature and essence of labor law 3. Show the politics of labor law based on history	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Politics of Employment Law Reader: Asri Wijayanti. 2009 . <i>Post-Reformation Employment Law</i>. Jakarta : Sinar Graphics.</p>	5%

2	Students are able to understand the Politics of Employment Law	<p>1.Students can: Explain the meaning of employment law</p> <p>2.Shows the scope, nature and essence of Employment Law</p> <p>3.Shows the politics of Labor Law based on history</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Politics of Employment Law</p> <p>Reader: <i>Agusmidah. 2010. Indonesian labor law: dynamics & theoretical study. Jakarta: Ghalia Indonesia.</i></p>	5%
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3	Students are able to understand the right to work and workforce placement	<ol style="list-style-type: none"> 1.Students can: Explain the right to work and a decent living 2.Concluding the employment placement policy 3.Categorize placements within the country and placements abroad 	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, assignment 2 X 50		<p>Material: Right to Work and Workforce Placement Reader: <i>Agusmidah. 2010. Indonesian labor law: dynamics & theoretical study. Jakarta: Ghalia Indonesia.</i></p>	5%
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4	Students are able to understand work relations and industrial relations	<p>1. Students can: Understand the explanation of work relationships, work agreements, fixed term work agreements (PKWT) and uncertain term work agreements (PKWTT).</p> <p>2. Categorizes industrial relations, trade unions, employers' associations and government</p> <p>3. Distinguish between Company Regulations, Employment Agreements and Collective Labor Agreements</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1. Value 4 2. Answers are delivered coherently, showing understanding of the concept 3. good, appropriate and able to formulate suggestions for improvement 4. Value 3 5. The answers were delivered coherently but lacking in some details 6. understanding of concepts. The answer to the questioner is generally correct, capable 7. formulate suggestions for improvement 8. Value 2 9. The answers given are not coherent and/or show a lack of understanding 10. to several concepts, answers to the questioner's questions in general 11. incorrect but still able to formulate suggestions for improvement 12. Value 1 13. The answer is submitted but is not coherent and/or shows deficiencies 14. understanding of many concepts, the answer to a question is incorrect 15. and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law</p> <p>Reader: <i>Agusmidah. 2010. Indonesian labor law: dynamics & theoretical study. Jakarta: Ghalia Indonesia.</i></p>	5%
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5	Students are able to understand work relations and industrial relations	<p>1. Students can: Understand the explanation of work relationships, work agreements, fixed term work agreements (PKWT) and uncertain term work agreements (PKWTT).</p> <p>2. Categorizes industrial relations, trade unions, employers' associations and government</p> <p>3. Distinguish between Company Regulations, Employment Agreements and Collective Labor Agreements</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1. Value 4 2. Answers are delivered coherently, showing understanding of the concept 3. good, appropriate and able to formulate suggestions for improvement 4. Value 3 5. The answers were delivered coherently but lacking in some details 6. understanding of concepts. The answer to the questioner is generally correct, capable 7. formulate suggestions for improvement 8. Value 2 9. The answers given are not coherent and/or show a lack of understanding 10. to several concepts, answers to the questioner's questions in general 11. incorrect but still able to formulate suggestions for improvement 12. Value 1 13. The answer is submitted but is not coherent and/or shows deficiencies 14. understanding of many concepts, the answer to a question is incorrect 15. and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law</p> <p>Reader: Asri Wijayanti. 2009. <i>Post-Reformation Employment Law</i>. Jakarta : Sinar Graphics.</p>	5%
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6	Able to understand wage material	<p>1.Students can: Explain the concept of wages and minimum wages</p> <p>2.Summing up about the role of the Wages Council:</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law. Reader: <i>Lalu Husni. 2006. Introduction to Indonesian Employment Law. Jakarta : Raja Grafindo Persada.</i></p>	5%
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7	Able to understand wage material	<p>1.Students can: Explain the concept of wages and minimum wages</p> <p>2.Summing up about the role of the Wages Council:</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law Reader: <i>Agusmidah. 2010. Indonesian labor law: dynamics & theoretical study. Jakarta: Ghalia Indonesia.</i></p>	5%
8	UTS	Students are able to understand the Politics of Employment Law	<p>Criteria: Good, medium and poor</p> <p>Form of Assessment : Participatory Activities, Project Results Assessment / Product Assessment</p>	Test 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law Reader: <i>Asri Wijayanti. 2009 . Post-Reformation Employment Law. Jakarta : Sinar Graphics.</i></p>	20%

9	Understanding the protection of workers with disabilities, children and women	<p>1.Students can: Understand the explanation about workers with disabilities</p> <p>2. Demonstrates a form of legal protection for children and women</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law</p> <p>Reader: <i>Asri Wijayanti. 2009 . Post-Reformation Employment Law. Jakarta : Sinar Graphics.</i></p>	5%
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10	Understanding the protection of workers with disabilities, children and women	<p>1. Students can: Understand the explanation about workers with disabilities</p> <p>2. Demonstrates a form of legal protection for children and women</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1. Value 4 2. Answers are delivered coherently, showing understanding of the concept 3. good, appropriate and able to formulate suggestions for improvement 4. Value 3 5. The answers were delivered coherently but lacking in some details 6. understanding of concepts. The answer to the questioner is generally correct, capable 7. formulate suggestions for improvement 8. Value 2 9. The answers given are not coherent and/or show a lack of understanding 10. to several concepts, answers to the questioner's questions in general 11. incorrect but still able to formulate suggestions for improvement 12. Value 1 13. The answer is submitted but is not coherent and/or shows deficiencies 14. understanding of many concepts, the answer to a question is incorrect 15. and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law</p> <p>Reader: Asri Wijayanti. 2009. <i>Post-Reformation Employment Law</i>. Jakarta : Sinar Graphics.</p>	5%
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11	Understanding Occupational Health and Safety Protection	<p>1.Students can: Understand the explanation of working time and rest time, occupational health and safety</p> <p>2.Classifying types of labor social security</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law</p> <p>Reader: <i>Uwiyono. Aloysius et all. 2014. Principles of Labor Law. Jakarta: Raja Grafindo Persada.</i></p>	5%
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12	Understanding Occupational Health and Safety Protection	<p>1.Students can: Understand the explanation of working time and rest time, occupational health and safety</p> <p>2.Classifying types of labor social security</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law</p> <p>Reader: <i>Agusmidah. 2010. Indonesian labor law: dynamics & theoretical study. Jakarta: Ghalia Indonesia.</i></p>	5%
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13	understand Labor Dispute Resolution	Students can: 1. Categorize types of disputes 2. Understand industrial relations dispute resolution	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities, Portfolio Assessment</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law Reader: <i>Asri Wijayanti. 2009 . Post-Reformation Employment Law. Jakarta : Sinar Graphics.</i></p>	5%
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14	understand Labor Dispute Resolution	Students can: 1. Categorize types of disputes 2. Understand industrial relations dispute resolution	<p>Criteria:</p> <ol style="list-style-type: none"> 1. Value 4 2. Answers are delivered coherently, showing understanding of the concept 3. good, appropriate and able to formulate suggestions for improvement 4. Value 3 5. The answers were delivered coherently but lacking in some details 6. understanding of concepts. The answer to the questioner is generally correct, capable 7. formulate suggestions for improvement 8. Value 2 9. The answers given are not coherent and/or show a lack of understanding 10. to several concepts, answers to the questioner's questions in general 11. incorrect but still able to formulate suggestions for improvement 12. Value 1 13. The answer is submitted but is not coherent and/or shows deficiencies 14. understanding of many concepts, the answer to a question is incorrect 15. and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law Reader: <i>Asri Wijayanti. 2009 . Post-Reformation Employment Law. Jakarta : Sinar Graphics.</i></p>	5%
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15	understand Labor Dispute Resolution	Students can: 1. Analyze the problems of Indonesian Migrant Workers 2. Identify efforts to resolve the problems of Indonesian Migrant Workers	<p>Criteria:</p> <ol style="list-style-type: none"> 1. Value 4 2. Answers are delivered coherently, showing understanding of the concept 3. good, appropriate and able to formulate suggestions for improvement 4. Value 3 5. The answers were delivered coherently but lacking in some details 6. understanding of concepts. The answer to the questioner is generally correct, capable 7. formulate suggestions for improvement 8. Value 2 9. The answers given are not coherent and/or show a lack of understanding 10. to several concepts, answers to the questioner's questions in general 11. incorrect but still able to formulate suggestions for improvement 12. Value 1 13. The answer is submitted but is not coherent and/or shows deficiencies 14. understanding of many concepts, the answer to a question is incorrect 15. and unable to formulate suggestions for improvement <p>Form of Assessment : Participatory Activities, Portfolio Assessment</p>	Cooperative, discussion, question and answer 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law Reader: <i>Asri Wijayanti. 2009 . Post-Reformation Employment Law. Jakarta : Sinar Graphics.</i></p>	5%
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16	UAS	good, moderate and poor	<p>Criteria:</p> <ol style="list-style-type: none"> 1.Value 4 2.Answers are delivered coherently, showing understanding of the concept 3.good, appropriate and able to formulate suggestions for improvement 4.Value 3 5.The answers were delivered coherently but lacking in some details 6.understanding of concepts. The answer to the questioner is generally correct, capable 7.formulate suggestions for improvement 8.Value 2 9.The answers given are not coherent and/or show a lack of understanding 10.to several concepts, answers to the questioner's questions in general 11.incorrect but still able to formulate suggestions for improvement 12.Value 1 13.The answer is submitted but is not coherent and/or shows deficiencies 14.understanding of many concepts, the answer to a question is incorrect 15.and unable to formulate suggestions for improvement <p>Form of Assessment : Project Results Assessment / Product Assessment</p>	Test 2 X 50		<p>Material: Students are able to understand the Politics of Employment Law Reader: Asri Wijayanti. 2009 . <i>Post-Reformation Employment Law.</i> Jakarta : Sinar Graphics.</p>	10%
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Evaluation Percentage Recap: Case Study

No	Evaluation	Percentage
1.	Participatory Activities	75%
2.	Project Results Assessment / Product Assessment	20%
3.	Portfolio Assessment	5%
		100%

1. **Learning Outcomes of Study Program Graduates (PLO - Study Program)** are the abilities possessed by each Study Program graduate which are the internalization of attitudes, mastery of knowledge and skills according to the level of their study program obtained through the learning process.
2. **The PLO imposed on courses** are several learning outcomes of study program graduates (CPL-Study Program) which are used for the formation/development of a course consisting of aspects of attitude, general skills, special skills and knowledge.
3. **Program Objectives (PO)** are abilities that are specifically described from the PLO assigned to a course, and are specific to the study material or learning materials for that course.
4. **Subject Sub-PO (Sub-PO)** is a capability that is specifically described from the PO that can be measured or observed and is the final ability that is planned at each learning stage, and is specific to the learning material of the course.
5. **Indicators for assessing** ability in the process and student learning outcomes are specific and measurable statements that identify the ability or performance of student learning outcomes accompanied by evidence.
6. **Assessment Criteria** are benchmarks used as a measure or measure of learning achievement in assessments based on predetermined indicators. Assessment criteria are guidelines for assessors so that assessments are consistent and unbiased. Criteria can be quantitative or qualitative.
7. **Forms of assessment:** test and non-test.
8. **Forms of learning:** Lecture, Response, Tutorial, Seminar or equivalent, Practicum, Studio Practice, Workshop Practice, Field Practice, Research, Community Service and/or other equivalent forms of learning.
9. **Learning Methods:** Small Group Discussion, Role-Play & Simulation, Discovery Learning, Self-Directed Learning, Cooperative Learning, Collaborative Learning, Contextual Learning, Project Based Learning, and other equivalent methods.
10. **Learning materials** are details or descriptions of study materials which can be presented in the form of several main points and sub-topics.
11. **The assessment weight** is the percentage of assessment of each sub-PO achievement whose size is proportional to the level of difficulty of achieving that sub-PO, and the total is 100%.
12. TM=Face to face, PT=Structured assignments, BM=Independent study.