



**Universitas Negeri Surabaya**  
**Faculty of Economics and Business**  
**Bachelor of Management Study Program**

Document Code

## SEMESTER LEARNING PLAN

Courses	CODE	Course Family	Credit Weight			SEMESTER	Compilation Date
MPK-Change Management	6120102201	Compulsory Study Program Subjects	T=2	P=0	ECTS=3.18	6	July 17, 2024
AUTHORIZATION	SP Developer		Course Cluster Coordinator			Study Program Coordinator	
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**Learning model**      **Project Based Learning**

**Program Learning Outcomes (PLO)**      **PLO study program which is charged to the course**

**PLO-14**      (PLO 1) Graduates are able to master management theory as a whole

**Program Objectives (PO)**

**PO - 1**      Able to manage the organization in accordance with changes that occur in the external, internal and global environment

**PO - 2**      Able to measure organizational effectiveness

**PO - 3**      Able to analyze change transition management

**PLO-PO Matrix**

	P.O	PLO-14
	PO-1	
	PO-2	
	PO-3	

**PO Matrix at the end of each learning stage (Sub-PO)**

P.O	Week															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
PO-1																
PO-2																
PO-3																

**Short Course Description**      This course is integrated with MBKM internship activities. Specifically, this course discusses organizations and their changes in accordance with environmental phenomena that must be managed effectively. In an effort to manage this organization, there are three dimensions that must be considered, namely 1\_ why people organize (why), 2\_ what is the true essence of change (what), and 3\_ how change should be managed (how)

**References**      **Main :**

1. John Hayes. 2014. The Theory And Practice Of Change Management Fourth Edition. Macmillan Publishers Limited,

**Supporters:**

	<ol style="list-style-type: none"> <li>1. Sulaksana, Uyung. 2004. Manajemen Perubahan. Pustaka Pelajar (US)</li> <li>2. Kasali, Renald. 2007. Change. Jakarta: Gramedia Pustaka</li> </ol>						
<b>Supporting lecturer</b>	Prof. Dr. Dewie Tri Wijayati Wardoyo, M.Si. Dwiarko Nugrohoseno, S.Psi., M.M. Prof. Dr. Anang Kistyanto, S.Sos., M.Si. Khoirur Rozaq, S.E.Sy., M.M. Fandi Fatoni, S.Pd., M.SM. Zainur Rahman, S.E., M.Sc.						
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	Understanding of organizations and their changes in accordance with environmental phenomena that must be managed effectively. In an effort to manage this organization, there are three dimensions that must be considered, namely 1_ why people organize (why), 2_ what is the true essence of change (what), and 3_ how change should be managed (how)	Describe a number of reasons that require change	<b>Criteria:</b> Accuracy in explaining the reasons that require changes  <b>Form of Assessment :</b> Participatory Activities	workshops, discussions and lectures 3 X 50		<b>Material:</b> hope when change occurs <b>Reader:</b> <i>John Hayes. 2014. The Theory And Practice Of Change Management Fourth Edition. Macmillan Publishers Limited,</i>	3%
2	Understanding of organizations and their changes in accordance with environmental phenomena that must be managed effectively. In an effort to manage this organization, there are three dimensions that must be considered, namely 1_ why people organize (why), 2_ what is the true essence of change (what), and 3_ how change should be managed (how)	Describe a number of reasons that require change	<b>Criteria:</b> Accuracy in explaining the reasons that require changes  <b>Form of Assessment :</b> Participatory Activities	workshops, discussions and lectures 3 X 50		<b>Material:</b> hope when change occurs <b>Reader:</b> <i>John Hayes. 2014. The Theory And Practice Of Change Management Fourth Edition. Macmillan Publishers Limited,</i>	3%
3	Understanding of organizations and their changes in accordance with environmental phenomena that must be managed effectively. In an effort to manage this organization, there are three dimensions that must be considered, namely 1_ why people organize (why), 2_ what is the true essence of change (what), and 3_ how change should be managed (how)	Describe a number of reasons that require change	<b>Criteria:</b> Accuracy in explaining the reasons that require changes  <b>Form of Assessment :</b> Participatory Activities	workshops, discussions and lectures 3 X 50		<b>Material:</b> hope when change occurs <b>Reader:</b> <i>John Hayes. 2014. The Theory And Practice Of Change Management Fourth Edition. Macmillan Publishers Limited,</i>	4%
4	Internship at the company			1 semester field practice			4%
5	Internship at the company			1 semester field practice			0%

6	Internship at the company			1 semester field practice			0%
7	Internship at the company			1 semester field practice			0%
8	Internship at the company		<b>Form of Assessment :</b> Project Results Assessment / Product Assessment, Test	1 semester field practice			40%
9	Internship at the company		<b>Form of Assessment :</b> Test	1 semester field practice			0%
10	Internship at the company			1 semester field practice			0%
11	Internship at the company			1 semester field practice			0%
12	Internship at the company			1 semester field practice			0%
13	Internship at the company			1 semester field practice			0%
14	Internship at the company			1 semester field practice			0%
15	Internship at the company			1 semester field practice			0%
16	Internship at the company		<b>Criteria:</b> LAK presentation  <b>Form of Assessment :</b> Project Results Assessment / Product Assessment	1 semester field practice			50%

#### Evaluation Percentage Recap: Project Based Learning

No	Evaluation	Percentage
1.	Participatory Activities	10%
2.	Project Results Assessment / Product Assessment	70%
3.	Test	20%
		100%

#### Notes

- 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.