



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

Document Code

**SEMESTER LEARNING PLAN**

<b>Courses</b>	<b>CODE</b>	<b>Course Family</b>	<b>Credit Weight</b>	<b>SEMESTER</b>	<b>Compilation Date</b>																																																																																				
industrial psychology	6120102139	Management	T=2 P=0 ECTS=3.18	3	June 14, 2024																																																																																				
<b>AUTHORIZATION</b>	<b>SP Developer</b>		<b>Course Cluster Coordinator</b>	<b>Study Program Coordinator</b>																																																																																					
	Khoirur Rozaq, SE.Sy., MM		Dwiarko Nugrohoseno, S.Psi., MM.	Yuyun Isbanah, S.E., M.SM.																																																																																					
<b>Learning model</b>	Case Studies																																																																																								
<b>Program Learning Outcomes (PLO)</b>	<b>PLO study program that is charged to the course</b>																																																																																								
	<b>Program Objectives (PO)</b>																																																																																								
	<b>PO - 1</b>	C3. Students are able to conceptualize Industrial Psychology theory functionally.																																																																																							
	<b>PO - 2</b>	A2. Students are able to enthusiastically discuss the psychological aspects of individual behavior.																																																																																							
	<b>PO - 3</b>	A5. Students are able to show intelligent, thorough and tough character in Industrial Psychology learning activities.																																																																																							
	<b>PLO-PO Matrix</b>																																																																																								
		<table border="1" style="margin-left: auto; margin-right: auto;"> <tr><td>P.O</td></tr> <tr><td>PO-1</td></tr> <tr><td>PO-2</td></tr> <tr><td>PO-3</td></tr> </table>					P.O	PO-1	PO-2	PO-3																																																																															
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<b>PO Matrix at the end of each learning stage (Sub-PO)</b>																																																																																									
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<b>Short Course Description</b>	Industrial psychology courses discuss aspects of individual behavior and interactions between individuals in groups in an organization. The discussion in this course emphasizes the individual and group levels which will later have an impact on organizational activities from a behavioral aspect. This course examines topics including motivation, reward and punishment, communication in groups, conflict, and decision-making models in organizations. The learning method applied in this course uses the Student Centered Learning (SCL) approach where students become learning subjects and it is hoped that they will be more active in the learning process. Learning strategy by implementing Problem Based Learning (PBL) by searching for and analyzing cases that occur within the organization using a theoretical approach and the results of relevant empirical studies.																																																																																								
<b>References</b>	<b>Main :</b>																																																																																								
	<ol style="list-style-type: none"> <li>1. Kowalski. 2010. Psychology, Sixth Edition. Higher Education</li> <li>2. Munandar, AsharSunnyoto. 2011. Psikologi Industri danOrganisasi. Jakarta : Universitas Indonesia</li> <li>3. Weiner. 2012. Handbook of Psychology, Second Edition. Professional Development</li> <li>4. Stephen R Covey. 2001. The 7 Habits of Highly EffectivePeople (edisi bahasa indonesia). Jakarta: Bina Rupa Aksara.</li> <li>5. Michael G. Aamodt. 2015. Industrial/Organizational Psychology: An Applied Approach. Ed: 8 Pubs: Cengage Learning</li> <li>6. Ronald E. Riggio. 2017. Introduction to Industrial/Organizational Psychology. Pub. Routledge</li> <li>7. Deniz S. Ones (Editor), Neil Anderson (Editor), Chockalingam Viswesvaran (Editor), Handan Kepir Sinangil (Editor). 2018. The SAGE Handbook of Industrial, Work &amp; Organizational Psychology: Volume 2: Organizational Psychology. Ed. 2. Pub. SAGE Publications</li> </ol>																																																																																								
	<b>Supporters:</b>																																																																																								
<b>Supporting lecturer</b>	Prof. Dr. Dewie Tri Wijayati Wardoyo, M.Si. Dwiarko Nugrohoseno, S.Psi., M.M. Agus Frianto, S.T., S.E., M.M. Hafid Kholidi Hadi, S.E., M.SM. Khoirur Rozaq, S.E.Sy., M.M. Fandi Fatoni, S.Pd., M.SM. Zainur Rahman, S.E., M.Sc. Bima Yatna Anugerah Ramadhani, B.Ba., M.M.																																																																																								

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 expected competencies, course structure, assignments and study contracts	1. Able to define industrial psychology 2. Able to explain the evolution and activities in industrial psychology.	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. Reading literature and listening to students' explanations 2. Interactive discussions and questions and answers with colleagues 2 X 50		<b>Material:</b> Definition of Industrial Psychology <b>Bibliography:</b> Ronald E. Riggio. 2017. <i>Introduction to Industrial/Organizational Psychology</i> . Pub. Routledge  <b>Material:</b> evolution and activity in industrial psychology <b>Readers:</b> Munandar, AsharSunnyoto. 2011. <i>Industrial and Organizational Psychology</i> . Jakarta: University of Indonesia	5%
2	Can understand work obligations and work ethics	1.1. Able to explain internal challenges and external challenges 2.2. Able to explain the challenges of global competition	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. Reading literature and listening to students' explanations 2. Discussion and questions and answers with colleagues 2 X 50		<b>Material:</b> internal challenges and external challenges <b>Reader:</b> Munandar, AsharSunnyoto. 2011. <i>Industrial and Organizational Psychology</i> . Jakarta: University of Indonesia  <b>Material:</b> global competition challenges <b>Reader:</b> Ronald E. Riggio. 2017. <i>Introduction to Industrial/Organizational Psychology</i> . Pub. Routledge	2%
3	Can understand and explain psychological influence variables related to individual behavior	1.1. Able to define variables 2.2. Able to explain aspects of individual psychology	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. Reading literature and listening to students' explanations 2. Discussion and questions and answers with colleagues 2 X 50		<b>Material:</b> aspects of individual psychology <b>Reader:</b> Stephen R Covey. 2001. <i>The 7 Habits of Highly Effective People (Indonesian edition)</i> . Jakarta: Literacy Development.	3%
4	Can understand concepts and explain motivation models and dynamics	Able to define and explain the concept of motivation	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. Reading literature and listening to students' explanations 2. Discussion and questions and answers with colleagues 2 X 50		<b>Material:</b> motivation concept <b>References:</b> Munandar, AsharSunnyoto. 2011. <i>Industrial and Organizational Psychology</i> . Jakarta: University of Indonesia	3%
5	Can understand and explain the concept of reward and punishment	1.1. Able to define the concept of reward and punishment 2.2. Able to explain the stages of implementing reward and punishment	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. Reading literature and listening to students' explanations 2. Discussion and questions and answers with colleagues 2 X 50		<b>Material:</b> the concept of reward and punishment <b>Reference:</b> Ronald E. Riggio. 2017. <i>Introduction to Industrial/Organizational Psychology</i> . Pub. Routledge  <b>Material:</b> stages of implementing rewards and punishments <b>Reference:</b> Michael G. Aamodt. 2015. <i>Industrial/Organizational Psychology: An Applied Approach</i> . Ed: 8 Pubs: Cengage Learning	5%

6	Can understand the principles of prosperity and justice	Able to define the concepts of prosperity and justice	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. reading literature and listening to students' explanations 2. Discussion and question and answer with colleagues 2 X 50		<b>Material:</b> concept of prosperity and justice <b>Reference:</b> Michael G. Aamodt. 2015. <i>Industrial/Organizational Psychology: An Applied Approach</i> . Ed: 8 Pubs: Cengage Learning	0%
7	Can understand and explain the concept of stress and stress management	Able to define the concept of stress and how to manage stress in companies	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. Reading literature and listening to students' explanations 2. Discussion and questions and answers with colleagues 2 X 50		<b>Material:</b> stress management <b>Reference:</b> Kowalski. 2010. <i>Psychology, Sixth Edition</i> . Higher Education	5%
8	MIDTERM EXAM		<b>Form of Assessment :</b> Test	2 X 50			20%
9	Can understand and explain group dynamics in organizations	Able to define and identify group dynamics in organizations	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30	Reading literature and listening to students' explanations Discussion and question and answer with colleagues 2 X 50		<b>Material:</b> group dynamics in organizations <b>Reference:</b> Ronald E. Riggio. 2017. <i>Introduction to Industrial/Organizational Psychology</i> . Pub. Routledge	0%
10	Can understand and explain conflict in organizations	1.1. Be able to define conflict 2.2. Identify conflicts in the organization	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30	Reading literature and listening to students' explanations Discussion and question and answer with colleagues 2 X 50		<b>Material:</b> conflict in organizations <b>Reference:</b> Weiner. 2012. <i>Handbook of Psychology, Second Edition</i> . Professional Development  <b>Material:</b> conflict in organizations <b>Bibliography:</b> Deniz S. Ones (Editor), Neil Anderson (Editor), Chockalingam Viswesvaran (Editor), Handan Kepir Sinangil (Editor). 2018. <i>The SAGE Handbook of Industrial, Work &amp; Organizational Psychology: Volume 2: Organizational Psychology 2</i> . Pub	0%
11	Can understand the concept of power and position in an organization	1.1. Be able to define power 2.2. Able to define position levels in the organization	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. Reading literature and listening to students' explanations 2. Discussion and question and answer with colleagues 4 X 50		<b>Material:</b> Power in organizations <b>Reference:</b> Ronald E. Riggio. 2017. <i>Introduction to Industrial/Organizational Psychology</i> . Pub. Routledge	5%

12	Can understand the concept of power and position in an organization	1. Able to define power 2. Able to define position level in the organization	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. Reading literature and listening to students' explanations 2. Discussion and question and answer with colleagues 4 X 50		<b>Material:</b> position level in the organization <b>Reference:</b> <i>Ronald E. Riggio. 2017. Introduction to Industrial/Organizational Psychology. Pub. Routledge</i>	5%
13	Can describe effective communication	1. Able to define effective communication	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	1. Reading literature and listening to students' explanations 2. Discussion and questions and answers with colleagues 2 X 50		<b>Material:</b> effective communication <b>Reader:</b> <i>Michael G. Aamodt. 2015. Industrial/Organizational Psychology: An Applied Approach. Ed: 8 Pubs: Cengage Learning</i>	7%
14	Can understand decision making models	1. Able to explain work decision making models	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	Reading literature and listening to students' explanations Discussion and question and answer with colleagues 2 X 50		<b>Material:</b> work decision making model <b>Reference:</b> <i>Ronald E. Riggio. 2017. Introduction to Industrial/Organizational Psychology. Pub. Routledge</i>	5%
15	Can understand the concepts and activities of change management and organizational development	1. Able to define change management and organizational development	<b>Criteria:</b> 1.1. Participation weight 20 2.2. Duty weight 30 3.3. UTS weight 20 4.4. UAS weight 30  <b>Form of Assessment :</b> Participatory Activities	Reading literature and listening to students' explanations Discussion and question and answer with colleagues 2 X 50		<b>Material:</b> work decision making model <b>Reference:</b> <i>Ronald E. Riggio. 2017. Introduction to Industrial/Organizational Psychology. Pub. Routledge</i>	5%
16	FINAL EXAMS		<b>Form of Assessment :</b> Test	2 X 50			30%

#### Evaluation Percentage Recap: Case Study

No	Evaluation	Percentage
1.	Participatory Activities	50%
2.	Test	50%
		100%

#### Notes

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- Forms of assessment:** test and non-test.
- 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.