

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

Document Code

SEMESTER LEARNING PLAN

Courses			CODE			C	ourse	e Fam	ily		Cre	dit We	eight		SEN	<i>I</i> ESTE	R	Co Dat	mpila te	tion
HR Managem	ent		6120103083	3				lsory			T=3	P=0	ECT	S=4.77		4		Ма	y 7, 20	023
AUTHORIZAT	TION		SP Develop	er		- 121	rograi	m Suk			se Clu	ster C	Coordi	nator	Stu	dy Pro	gram (Coord	linato	r
			Hafid Kholid	i Had	i, SE.,	, M.SI	И.			Agus Frianto, S.T.,S.E.,M.M.			M.M.	Yuyun Isbanah, S.E., M.SM.		M.				
Learning model	Case Studies																			
Program	PLO study pro	gram	which is ch	arge	d to t	he co	ourse	è												
Learning Outcomes	PLO-14	(PLC	0 1) Graduate	s are	able t	o ma	ster m	nanag	eme	nt the	ory as	a wh	ole							
(PLO)	Program Object	·																		
	PO - 1	r	K1: C2. Stude	ents a	re abl	e to e	explai	n the t	theo	v and	lsubs	ance	of HR	manage	emen	t corre	ctly			
	PO - 2		K2: C4. Stude				•							•						
	PO - 3		K3: A5. Stuc							-				-				harac	ter in	HR
	10-3		agement learn				10 31		nem	jent,	indep	enuer	п, по	1631, 60	ung		Jugii C	larac		TIIX
	PLO-PO Matrix																			
			P.O		PLC	D-14														
			PO-1																	
			PO-2																	
			PO-3																	
	PO Matrix at th	e end	of each lea	rning	ı stad	ae (S	ub-P	0)												
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			P.0									Wee	k							٦
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	-
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			-						-											_
		—	0-2																	_
		P	0-3																	
Short Course Description	The Human Res the process of pla process which in The learning me discusses the HI learning output is	anning Icludes thod ι R proc	, organizing, a s job analysis used is using cesses impler	actual , sele a di nente	izing ction, scuss d by	and c recru ion a an oi	ontrol uitmei pproa ganiz	lling⊢ nt, pla ich in ation	IR in acen ord holi:	organ ent, t er to stically	nizatio rainin make y beca	ns. Th g and stude ause l	nis cou devel ents m HRM i	rse exa opment, ore act s a sta	mines to th ive in ge th	s the H ne pos i the li at can	R proc t-emplo earning not be	ess fr ymer proc sepa	om the t proc ess. I rated.	e HR cess. HRM The
References	Main :																			
			L, & Jackson nry. 2005. Ma												aul: \	West P	ublishii	ng Co	mpan	у.
	Supporters:																			
			W et al. 2002 rald & Baron,		•									:Prentic	ce-Ha	ll, Inc.				

Support lecturer	Dwiarko Nugrohu Agus Frianto, S.: Khoirur Rozaq, S Fandi Fatoni, S.F Heri Cahyo Bagu Muhammad Hus Dyandra Armyta Dr. Riedel Paulu	S.É.Sy., M.M. Pd., M.SM. Is Setiawan, S.Pd.I.	, M.SM. 1.M. 1.					
Week-	Final abilities of each learning stage	Ev	aluation	Lear Stude	elp Learning, ning methods, nt Assignments, <mark>stimated time]</mark>	Learning materials	Assessment Weight (%)	
	(Sub-PO)	Indicator Criteria & Form Offline (Online (online) offline)						
(1)	(2)	(3)	(3) (4) (5) (6) (7) (8)					

1	Can understand	1. Able to	Criteria:	Reading	Material: HRM	2%
1	the concept and	define HRM 2.	1.General	literature	Bibliography:	
	evolution of HRM (Introduction to	Able to explain the evolution	Assessment	and listening	Simamora,	
	Human Resource	and activities	Criteria:	to learners'	Henry. 2005.	
1	Management)	of HRM 3. Able	2.a.UTS write	explanations	Human Resource	
	v ,	to describe	(weight 80)	Interactive	Management.	
		current and	Characters 20	discussions	Yogyakarta: STIE	
		existing HRM 1. Explain what	total 100	and	YKPN5.	
		human	3.b. Bill (Task):	questions	·····	
		resource	4.Coverage of	and	Material: HRM	
		management	project visits to	answers	Reference:	
		is and how it	mangroves	with peers	Mathis, Robert L,	
		relates to the	•	(Read the	& Jackson, John	
		management process. 2.	(weight 20) 5.Project report	literature	Н. 2000.	
		The New	(Weight 40)	and listen to the learners	Personnel/Human	
		Human	6.power point	explanation,	Resource	
		Resource	(weight 20)	Interactive	Management. St.	
		Managers. 3. Define and	7.Character	discussions	Paul: West	
		give an		and	Publishing	
		example of	(weight 20) Total 100	interaction	Company.	
		evidence-		with peers)		
		based human	8.c. Participation :	3 X 50		
		resources management.	9.Absent (weight 40)			
		management.	40) 10.Discussion			
			(weight 40)			
1			(weight 40) 11.Characters			
			(weight20).			
			Total 100			
			12.d. Written final			
			exam (weight			
			80) Characters			
			20 . Total 100			
			13.Final score			
			(102 103 102			
			103):10 100			
			14.General			
			Assessment			
			Criteria:			
			15.a.UTS write			
			(weight 80) Total			
			20 characters			
			100			
			16.b. Charges			
			(Tasks):			
			17.Coverage of			
			project visits to			
			mangroves			
			(weight 20)			
			18.Project report			
			(Weight 40)			
			19.power point			
			(weight 20)			
			20.Character			
			(weight 20)			
			Total 100			
			21.c. Participation			
			:			
			22.Absent (weight			
			40)			
			23.Discussion			
			(weight 40)			
			24.Character			
			(weight 20)			
			Total 100			
			25.d. UAS write			
			(weight 80)			
			Character 20.			
			Total 100			
			26.The final value			
			(102 103 102			
			103): 10 100			
			Form of			
			Assessment :			
			Participatory Activities			
			-			
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2	Can study various HRM challenges in human resource management)	1. Able to explain internal challenges and external challenges 2. Able to explain the challenges of global competition 1. Adapting Human Resource Activities to Intercountry Differences 2. Staffing the Global Organization 3. Training and Maintaining Employees Abroad 4. Managing HR Locally	Criteria: 1.General Assessment Criteria: 2.a.UTS write (weight 80) Characters 20 total 100 3.b. Bill (Task): 4.Coverage of project visits to mangroves (weight 20) 5.Project report (Weight 40) 6.power point (weight 20). Total 100 8.c. Participation : 9.Absent (weight 40) 10.Discussion (weight 20). Total 100 8.c. Participation : 9.Absent (weight 40) 10.Characters (weight 20). Total 100 12.d. Written final exam (weight 80) Characters 20. Total 100 13.Final score (102 103 102 103:10 100 14.General Assessment Criteria: 15.a.UTS write (weight 80) Total 20 characters 100 16.b. Charges (Tasks): 17.Coverage of project visits to mangroves (weight 20) 18.Project report (Weight 40) 19.power point (weight 20) 20.Character (weight 20) 20.Character (weight 20) 20.Character (weight 20). Total 100 21.c. Participation : 22.Absent (weight 40) 23.Discussion	Reading literature and listening to the learners' explanations Discussions and questions and swers with peers Read the literature and listen to the learners' explanations Interactive discussions and interaction with peers 3 X 50	Material: hrm References: Greenberg, Jerald & Baron, Robert A. 2003. Behavior in Organizations. New Jersey :Prentice-Hall, Inc. Material: hrm Reference: Mathis, Robert L, & Jackson, John H. 2000. Personnel/Human Resource Management. St. Paul: West Publishing Company. Material: HR management Reference: Simamora, Henry. 2005. Human Resource Management. Yogyakarta: STIE YKPN5.	2%
			mangroves (weight 20) 18.Project report (Weight 40) 19.power point (weight 20) 20.Character (weight 20) Total 100			
			40)			
			103 103 102 103): 10 100 Form of Assessment : Participatory Activities			

4	Can understand	1. Able to	Criteria:	Reading		2%
	the concept of planning and	define HR planning 2.	1.General	literature		
	predicting HR needs (Personnel	Able to explain	Assessment	and listening to the		
	needs (Personnel	forecasting	Criteria:	learners'		
	Planning and Recruiting)	techniques and models 3. Able	2.a.UTS write	explanations		
	(coraining)	to explain	(weight 80) Characters 20	Discussions		
		demand		and		
		forecasting, availability	total 100 3.b. Bill (Task):	questions		
		forecasting 1.	4.Coverage of	and		
		List the steps	project visits to	answers		
		in the	mangroves	with peers Read the		
		recruitment and selection	(weight 20)	literature		
		process. 2.	5.Project report	and listen to		
		Explain the	(Weight 40)	the learners'		
		main techniques	power point	explanations		
		used in	(weight 20)	Interactive		
		employment	7.Character	discussions and		
		planning and forecasting. 3.	(weight 20)	interaction		
		Explain and	Total 100	with peers		
		give examples	8.c. Participation :	3 X 50		
		for the need for effective	9.Absent (weight 40)			
		recruiting.	40) 10.Discussion			
			(weight 40)			
			11.Characters			
			(weight20)			
			Total 100			
			12.d. Written final			
			exam (weight			
			80) Characters			
			20 . Total 100			
			13.Final score			
			(102 103 102			
			103):10 100			
			14.General			
			Assessment			
			Criteria: 15.a.UTS write			
			(weight 80) Total			
			20 characters			
			100			
			16.b. Charges			
			(Tasks):			
			17.Coverage of			
			project visits to			
			mangroves			
			(weight 20)			
			18.Project report			
			(Weight 40)			
			19.power point			
			(weight 20) 20.Character			
			(weight 20)			
			Total 100			
			21.c. Participation			
			:			
			22.Absent (weight			
			40)			
			23.Discussion			
			(weight 40)			
			24.Character			
			(weight 20)			
			Total 100 25.d. UAS write			
			25.d. UAS write (weight 80)			
			Character 20.			
			Total 100			
			26.The final value			
			(102 103 102			
			103): 10 100			
			Form of			
			Assessment :			
			Participatory Activities		1	
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5	Can understand the concept of	1. Able to define	Criteria:	Reading			2%
	recruitment and	recruitment 2.	1.General	literature			
	describe the	Able to explain	Assessment	and listening to the			
	selection process	the sources	Criteria:	learners'			
	(Employee Testing and selection)	and process of recruitment 3.	2.a.UTS write (weight 80)	explanations			
	,	Able to define	Characters 20	Discussions			
		selection 4. Able to explain	total 100	and			
		the obstacles	3.b. Bill (Task):	questions and			
		to selection 5.	4.Coverage of	answers			
		Able to explain the stages of	project visits to	with peers			
		selection 1.	mangroves	Read the			
		Explain what is	(weight 20)	literature			
		meant by reliability and	5.Project report	and listen to			
		validity 2.	(Weight 40) 6.power point	the learners' explanations			
		Explain how you would go	(weight 20)	Interactive			
		about	7.Character	discussions			
		validating a	(weight 20)	and			
		test. 3. Types of Tests	Total 100	interaction			
			8.c. Participation : 9.Absent (weight	with peers 3 X 50			
			40)				
			10.Discussion				
			(weight 40) 11.Characters				
			(weight20)				
			Total 100				
			12.d. Written final				
			exam (weight				
			80) Characters				
			20 . Total 100				
			13.Final score (102 103 102				
			103):10 100				
			14.General				
			Assessment				
			Criteria:				
			15.a.UTS write				
			(weight 80) Total				
			20 characters 100				
			16.b. Charges				
			(Tasks):				
			17.Coverage of				
			project visits to				
			mangroves				
			(weight 20)				
			18.Project report (Weight 40)				
			19.power point				
			(weight 20)				
			20.Character				
			(weight 20)				
			Total 100 21.c. Participation				
			21.0. Participation				
			22.Absent (weight				
			40) 23.Discussion				
			(weight 40)				
			24.Character				
			(weight 20)				
			Total 100				
			25.d. UAS write (weight 80)				
			Character 20.				
			Total 100				
			26.The final value				
			(102 103 102				
			103): 10 100				
			Form of				
			Assessment :				
			Participatory Activities				
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6	Can understand	1. Able to	Criteria:	Reading		20%
	the orientation program and	define orientation 2.	1.General	literature and listening		
	placement	Able to explain	Assessment	to the		
	decisions (nderstand	orientation program	Criteria: 2.a.UTS write	learners'		
	orientation program	material 3.	(weight 80)	explanations		
	and placement decisions)	Able to explain placement	Characters 20	Discussions		
	uecisions)	decisions1. Be	total 100	and questions		
		able to define	3.b. Bill (Task):	and		
		orientation2. Ability to	4.Coverage of	answers		
		explain	project visits to mangroves	with peers		
		orientation program	(weight 20)	Read the literature		
		materials3. Be	5.Project report	and listen to		
		able to explain placement	(Weight 40)	the learners'		
		decisions	6.power point	explanations		
			(weight 20)	Interactive discussions		
			7.Character (weight 20)	and		
			Total 100	interaction		
			8.c. Participation :	with peers		
			9.Absent (weight	3 X 50		
			40)			
			10.Discussion			
			(weight 40) 11.Characters			
			(weight20).			
			Total 100			
			12.d. Written final			
			exam (weight			
			80) Characters 20 . Total 100			
			13.Final score			
			(102 103 102			
			103):10 100			
			14.General			
			Assessment Criteria:			
			15.a.UTS write			
			(weight 80) Total			
			20 characters			
			100			
			16.b. Charges (Tasks):			
			17.Coverage of			
			project visits to			
			mangroves			
			(weight 20)			
			18.Project report (Weight 40)			
			19.power point			
			(weight 20)			
			20.Character			
			(weight 20)			
			Total 100 21.c. Participation			
			:			
			22.Absent (weight			
			40)			
			23.Discussion			
			(weight 40) 24.Character			
			(weight 20)			
			Total 100			
			25.d. UAS write			
			(weight 80)			
			Character 20. Total 100			
			26.The final value			
			(102 103 102			
			103): 10 100			
			Form of			
			Assessment :			
			Project Results			
			Assessment / Product			
			Assessment			
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7	Can understand	1. Able to	Criteria:	Reading		2%
	the concepts and	define	1.General	literature		
	techniques of	performance	Assessment	and listening		
	performance assessment	assessment, technical	Criteria:	to the		
	(Performance	elements and	2.a.UTS write	learners'		
	Management and	approaches	(weight 80)	explanations		
	Appraisal)	7.1. Define	Characters 20	Discussions		
		performance	total 100	and		
		management 7.2.	3.b. Bill (Task):	questions		
		Techniques for	4.Coverage of	and		
		Appraising	project visits to	answers		
		Performance	mangroves	with peers		
			(weight 20)	Read the		
			5.Project report	literature and listen to		
			(Weight 40)	the learners'		
			6.power point	explanations		
			(weight 20)	Interactive		
			7.Character	discussions		
			(weight 20)	and		
			Total 100	interaction		
			8.c. Participation :	with peers		
			9.Absent (weight	3 X 50		
			40)			
			10.Discussion			
			(weight 40)			
			11.Characters			
			(weight20)			
			Total 100			
			12.d. Written final			
			exam (weight			
			80) Characters			
			20 . Total 100			
			13.Final score			
			(102 103 102			
			103):10 100			
			14.General			
			Assessment			
			Criteria:			
			15.a.UTS write			
			(weight 80) Total			
			20 characters			
			100			
			16.b. Charges			
			(Tasks):			
			17.Coverage of			
			project visits to			
			mangroves			
			(weight 20)			
			18.Project report			
			(Weight 40) 19.power point			
			(weight 20)			
			20.Character			
			(weight 20)			
			Total 100			
			21.c. Participation			
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			22.Absent (weight			
			40)			
			23.Discussion			
			(weight 40)			
			24.Character			
			(weight 20)			
			Total 100			
			25.d. UAS write			
			(weight 80)			
			Character 20.			
			Total 100			
			26.The final value			
			(102 103 102			
			103): 10 100			
			100). 10 100			
			Form of			
			Assessment :			
			Participatory Activities			
8	midterm exam					12%
			Form of	1 X 1		
			Assessment			
			Project Results			
			Assessment / Product			
			Assessment, Test			
				•		

9	Can understand	1. Able to	Criteria:	Reading		0%
	the needs, types, methods and	define HR development 2.	1.General	literature		
	evaluation of HR	Able to identify	Assessment	and listening		
	development	HR needs 3.	Criteria:	to the learners'		
	(Training and	Able to explain	2.a.UTS write	explanations		
	Developing Employees)	types and methods as	(weight 80)	Discussions		
	Employees	well as	Characters 20	and		
		evaluation of	total 100	questions		
		HR	3.b. Bill (Task):	and		
		development,	Coverage of	answers		
		HR development	project visits to	with peers		
		issues 1.	mangroves	Read the		
		Orienting and	(weight 20)	literature		
		Onboarding	5.Project report	and listen to		
		new employees. 2.	(Weight 40)	the learners'		
		Overview of	power point	explanations		
		the training	_ (weight 20)	Interactive		
		process. 3.	7.Character	discussions		
		Implementing Training	(weight 20)	and		
		Programs	Total 100	interaction with peers		
			8.c. Participation :	3 X 50		
			9.Absent (weight	57.50		
			40)			
			10.Discussion			
			(weight 40)			
			11.Characters			
			(weight20)			
			Total 100			
			12.d. Written final			
			exam (weight			
			80) Characters			
			20 . Total 100			
			13.Final score			
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			103):10			
			100General			
			Assessment			
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			14.a.UTS write			
			(weight 80) Total			
			20 characters			
			100			
			15.b. Charges			
			(Tasks):			
			16.Coverage of			
			project visits to			
			mangroves			
			(weight 20)			
			17.Project report			
			(Weight 40)			
			18.power point			
			(weight 20)			
			19.Character			
			(weight 20)			
			Total 100			
			20.c. Participation			
			21 .			
			21.Absent (weight			
			40)			
			22.Discussion			
			(weight 40)			
			23.Character			
			(weight 20)			
			Total 100			
			24.d. UAS write			
			(weight 80)			
			Character 20.			
			Total 100			
			25.The final value			
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			Assessment : Participatory Activities			
			· anicipatory Activities			
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10	Can understand the meaning,	 Able to define career 	Criteria:	Reading literature		2%
	benefits,	planning 2.	1.General Assessment	and listening		
	implementation of planning and	Able to explain the	Criteria:	to the		
	career	implementation	2.a.UTS write	learners'		
	development (understand the	of career planning 3.	(weight 80)	explanations Discussions		
	meaning, benefits,	Able to explain	Characters 20	and		
	implementation	career	total 100	questions		
	planning and career	development	3.b. Bill (Task): 4.Coverage of	and		
	development)		project visits to	answers with peers		
			mangroves	Read the		
			(weight 20)	literature		
			5.Project report	and listen to		
			(Weight 40)	the learners' explanations		
			6.power point (weight 20)	Interactive		
			7.Character	discussions		
			(weight 20)	and		
			Total 100	interaction with peers		
			8.c. Participation :	3 X 50		
			9.Absent (weight 40)			
			10.Discussion			
			(weight 40)			
			11.Characters			
			(weight20)			
			Total 100 12.d. Written final			
			exam (weight			
			80) Characters			
			20 . Total 100			
			13.Final score			
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			103).10 100 14.General			
			Assessment			
			Criteria:			
			15.a.UTS write			
			(weight 80) Total 20 characters			
			20 characters 100			
			16.b. Charges			
			(Tasks):			
			17.Coverage of			
			project visits to mangroves			
			(weight 20)			
			18.Project report			
			(Weight 40)			
			19.power point			
			(weight 20) 20.Character			
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			21.c. Participation			
			: 22.Absent (weight			
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			23.Discussion			
			(weight 40)			
			24.Character			
			(weight 20) Total 100			
			25.d. UAS write			
			(weight 80)			
			Character 20.			
			Total 100			
			26.The final value			
			(102 103 102 103): 10 100			
			100). 10 100			
			Form of			
			Assessment : Participatory Activities			
			a anopatory Activities			
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11 Can understado componension componension 1. Alle model of the componension componension 1. Cancel componension 1. Cancel compone		a			_		1
and identify componential componential componential solution componential solution componential solution soluti	11	Can understand	1. Able to define				2%
Componentiation componentiation non-financial and non-financial componentiation 3. Adde to be componentiation management be performance be performanc		and identify	compensation				
Components of the financial components S. Alde to explain components S. Alde to explain components S. Alde to explain components S. Bull (Task) S. Bull (Task) Concerption c		compensation	2. Able to				
 Inconfinencial (weight 80) Composition (weight 80) Able to section (weight 80) Contrages 20 Total 100 Contrages 20 Total 100 Contrages 20 Contrage 20 Contrage 20 Contrage 20 Cont		components	financial and		explanations		
Componentia of G. Characters 20 and anower consequent itestes 1. Basic Determining Pay Buas 2. Job for Sumanta Contemporany Topics in Compension Contemporany Topics in Compension Contemporany Compension Contemporany Topics in Compension Contemporany Topics in Compension Contemporany Compension Contemporany Topics in Compension Contemporany Compension Contemporany Topics in Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Compension Contemporany Compension Compension Contemporany Compension Contemporany Compension Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Compension Contemporany Contemp			non-financial				
3. Able to copionization management in status 1 Bate Betermining Pay Rates 2, able Names Determining Pay Rates 2, able Names Compensation Compen							
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12	Can understand	1. Able to	Criteria:	Reading			0%
	payroll concepts	define	1.General	literature			
	and identify compensation	compensation 2. Able to	Assessment	and listening			
	components	identify	Criteria:	to students'			
		financial and	2.a.UTS write	explanations			
		non-financial	(weight 80)	Discussion and			
		components of compensation	Characters 20	and question			
		3. Able to	total 100	and answer			
		explain	3.b. Bill (Task):	with			
		compensation	Coverage of	colleagues			
1		management issues 1. Basic	project visits to	3 X 50			
		Factors in	mangroves				
		Determining	(weight 20)				
1		Pay Rates 2.	5.Project report				
		Job Evaluation Methods 3.	(Weight 40)				
		Contemporary	6.power point				
		Topics in	(weight 20)				
		Compensation	7.Character				
			(weight 20)				
			Total 100				
			8.c. Participation :				
1			9.Absent (weight				
			40)				
1			10.Discussion				
			(weight 40)				
			11.Characters				
			(weight20)				
			Total 100				
			12.d. Written final				
			exam (weight				
			80) Characters				
			20 . Total 100				
			13.Final score				
			(102 103 102				
			103):10 100				
			14.General				
1			Assessment				
			Criteria:				
			15.a.UTS write				
1			(weight 80) Total				
1			20 characters				
			100				
			16.b. Charges				
			(Tasks):				
			17.Coverage of				
			project visits to				
1			mangroves				
			(weight 20)				
			18.Project report				
			(Weight 40)				
			19.power point				
1			(weight 20)				
			20.Character				
			(weight 20)				
			Total 100				
			21.c. Participation				
			22.Absent (weight				
			40)				
			23.Discussion				
			(weight 40)				
			24.Character				
			(weight 20)				
			Total 100				
			25.d. UAS write				
			(weight 80)				
			Character 20.				
			Total 100				
			26.The final value				
			(102 103 102				
			103): 10 100				
			Form of				
			Form of				
			Assessment : Participatory Activities				
			Faricipatory Activities				
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13	Can describe	1. Able to	Criteria:	Reading		 2%
	activities and	define internal	1.General	literature		270
	resolve internal	employee hubs		and listening		
	employee conflicts	2. Able to	Assessment			
	(describe activities	explain the	Criteria:	to the		
	and resolve internal	activities of	2.a.UTS write	learners'		
	conflicts of	industrial hubs,	(weight 80)	explanations		
	employee)	labor unions,	Characters 20	Discussions		
		employment		and		
		agreements,	total 100	questions		
		KKB1. Able to	3.b. Bill (Task):	and		
		define the	4.Coverage of	answers		
		internal	project visits to	with peers		
		relationships of	mangroves			
		employees2.		Read the		
		Able to explain	(weight 20)	literature		
		the activities of	5.Project report	and listen to		
		industrial hubs,	(Weight 40)	the learners'		
		unions, letters	6.power point	explanations		
		of employment	(weight 20)	Interactive		
		agreements	7.Character	discussions		
				and		
			(weight 20)	interaction		
			Total 100			
			8.c. Participation :	with peers		
			9.Absent (weight	3 X 50		
			40)			
			10.Discussion			
			(weight 40)			
			11.Characters			
			(weight20)			
			Total 100			
			12.d. Written final			
			exam (weight			
			80) Characters			
			20 . Total 100			
			13.Final score			
			(102 103 102			
			103):10 100			
			14.General			
			Assessment			
			Criteria:			
			15.a.UTS write			
			(weight 80) Total			
			20 characters			
			100			
			16.b. Charges			
			(Tasks):			
			17.Coverage of			
			project visits to			
			mangroves			
			(weight 20)			
			18.Project report			
			(Weight 40)			
			19.power point			
			(weight 20)			
			20.Character			
			(weight 20)			
			Total 100			
			21.c. Participation			
			22 Abaant (
			22.Absent (weight			
			40)			
			23.Discussion			
			(weight 40)			
			24.Character			
			(weight 20)			
			Total 100			
			25.d. UAS write			
			(weight 80)			
			Character 20.			
			Total 100			
			26.The final value			
			(102 103 102			
			103): 10 100			
			.,			
			Form of			
			Assessment :			
			Participatory Activities			
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14	Can understand the K3 (Employee	1. Able to explain the	Criteria:	Reading		25%
	Safety and Health)	meaning of the	1.General Assessment	literature and listening		
	program	K3 program 2. Able to	Criteria:	to the		
		describe the	2.a.UTS write	learners'		
		causes of work	(weight 80)	explanations		
		accidents 3. Able to explain	Characters 20	Discussions and		
		efforts to	total 100	questions		
		prevent work accidents 1.	3.b. Bill (Task):	and		
		Explain the	 Coverage of project visits to 	answers		
		supervisor's	mangroves	with peers		
		role in safety. 2. Answer the	(weight 20)	Read the literature		
		question, "what	5.Project report	and listen to		
		causes accidents? 3.	(Weight 40)	the learners'		
		How to Prevent	6.power point	explanations Interactive		
		accidents 4. Workplace	(weight 20) 7.Character	discussions		
		Health	(weight 20)	and		
		Hazards: Problems and	Total 100	interaction		
		Remedies	8.c. Participation :	with peers		
		-	9.Absent (weight	3 X 50		
			40) 10 Discussion			
			10.Discussion (weight 40)			
			11.Characters			
			(weight20)			
			Total 100			
			12.d. Written final			
			exam (weight 80) Characters			
			20 . Total 100			
			13.Final score			
			(102 103 102			
			103):10 100			
			14.General Assessment			
			Criteria:			
			15.a.UTS write			
			(weight 80) Total			
			20 characters			
			100 16.b. Charges			
			(Tasks):			
			17.Coverage of			
			project visits to			
			mangroves			
			(weight 20) 18.Project report			
			(Weight 40)			
			19.power point			
			(weight 20)			
			20.Character			
			(weight 20) Total 100			
			21.c. Participation			
			:			
			22.Absent (weight			
			40) 23.Discussion			
			(weight 40)			
			24.Character			
			(weight 20)			
			Total 100			
			25.d. UAS write (weight 80)			
			Character 20.			
			Total 100			
			26.The final value			
			(102 103 102			
			103): 10 100			
			Form of			
			Assessment :			
			Project Results Assessment / Product			
			Assessment			
I			1		1	

15	Can understand the concepts and activities carried out in HR audits (understand the concepts and activities carried out in HR audits)	1. Able to define an HRM audit 2. Able to explain the scope of an HRM audit 3. Able to explain the job description of the HRM audit approach 5. Able to explain the HRM audit report1. Able to define HRM audit2. Ability to explain the scope of HRM audit3. Be able to explain the job description of the HRM audit approach5. Able to explain the HRM audit report	Criteria: 1.General Assessment Criteria: 2.a.UTS write (weight 80) Characters 20 total 100 3.b. Bill (Task): 4.Coverage of project visits to mangroves (weight 20) 5.Project report (Weight 40) 6.power point (weight 20). Total 100 8.c. Participation : 9.Absent (weight 40) 10.Discussion (weight 40) 11.Characters (weight 20) Total 100 12.d. Written final exam (weight 40) 13.Final score (102 103 102 103):10 100 14.General Assessment Criteria: 15.a.UTS write (weight 80) Total 20 characters 100 16.b. Charges (Tasks): 17.Coverage of project visits to mangroves (weight 20) 18.Project report (Weight 40) 19.power point (weight 20) 20.Character (weight 20) 20.Character (weight 20) 20.Character (weight 20) 21.c. Participation : 22.Absent (weight 40) 23.Discussion (weight 40) 24.Character (weight 40) 24.Character (weight 40) 24.Character (weight 40) 24.Character (weight 40) 25.d. UAS write (weight 40) 24.Character (weight 40) 25.d. UAS write (weight 40) 24.Character (weight 40) 24.Character (weight 40) 25.d. UAS write (weight 80) Character (weight 80) Character (weight 80) Character (weight 80) 26.The final value	Reading literature and listening to the learners' explanations Discussions and questions and answers with peers Read the literature and listen to the learners' explanations Interactive discussions and interaction with peers 3 X 50		10%
			(weight 80) Character 20. Total 100 26.The final value (102 103 102 103): 10 100 Form of Assessment :			
16	final exams		Participatory Activities Criteria: holistic rubric Form of Assessment : Test	1 X 1		15%

1.	Participatory Activities	28%
2.	Project Results Assessment / Product Assessment	51%
3.	Test	21%
		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.
- 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.
- 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.
- 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.
- 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.