



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																																																																																																																				
Msdm Global	6120103090	Human Resources	T=3 P=0 ECTS=4.77	7	June 14, 2022																																																																																																																				
AUTHORIZATION	SP Developer		Course Cluster Coordinator	Study Program Coordinator																																																																																																																					
	Fandi Fatoni, S.Pd., MSM		Dwiarko Nugrohoseno, S.Psi.M.M	Yuyun Isbanah, S.E., M.SM.																																																																																																																					
Learning model	Case Studies																																																																																																																								
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	Students are able to correctly diagnose the application of Global HRM functions in global companies																																																																																																																							
	PO - 2	Students are able to implement science and technology in the field of Global HRM appropriately.																																																																																																																							
	PO - 3	Students are able to design strategic decisions in the field of Global HRM based on analysis of global company information.																																																																																																																							
	PO - 4	Students are able to show tough, collaborative, adaptive, innovative and inclusive character in Global HRM learning activities.																																																																																																																							
	PLO-PO Matrix																																																																																																																								
		<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>P.O</th> <th colspan="16">PLO-14</th> </tr> </thead> <tbody> <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><td></td></tr> <tr><td>PO-2</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><td></td></tr> <tr><td>PO-3</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><td></td></tr> <tr><td>PO-4</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><td></td></tr> </tbody> </table>					P.O	PLO-14																PO-1																		PO-2																		PO-3																		PO-4																																											
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Short Course Description	Courses that study the meaning and insight, scope of various global management concepts. This global management concept is needed as a study in studying more detailed international business knowledge because in practice there is a difference between management that only operates at the national level and global management. This is due to several factors such as socio-cultural factors, legal and political factors, and technological factors. Therefore, in the Global HRM study we will examine concepts and cases in Global HRM.																																																																																																																								
References	Main :																																																																																																																								
	<ol style="list-style-type: none"> 1. Pucik, Vladimir, Paul Evans, Ingmar Björkman, and Shad Morris. 2017. The Global Challenge International Human Resource Management: Third Edition. United States: Chicago Business Press. 2. Sparrow, Paul, Chris Brewster and Hilary Harris. 2004. Globalizing Human Resource Management. London: Routledge 3. Warren J Keegan. 2004. Manajemen Global. Jakarta: Prenhalind. 4. Don A Ball, J Michael Geringger, Michael S Minor, Jeane M McNett. 2014. International Business. Mc Graw Hill. 5. Pearce & Robinson. 2000. Strategic Management. Formulation, Implementation, and Control. Mc Graw Hill. 6. Michael J Stahl & David W Grigsby. 1992. Strategic Manajemen For Decision Making. PWS-Kent publishing Co. 7. Jeff Madura. 2001. Manajemen internasional. Jakarta: Erlangga. 8. Carnall, Colin. 2003. Managing Change in Organisation. Fourth Edition, Pearson-Prentice Hall 																																																																																																																								

		Supporters:					
Supporting lecturer		Prof. Dr. Dewie Tri Wijayati Wardoyo, M.Si. Dwiarko Nugrohoseno, S.Psi., 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	Able to understand and comprehend the meaning of globalization	1. Able to explain the meaning of globalization conceptually through literature correctly (smartly) 2. Able to state the characteristics of globalization coherently through discussion as a basis for determining business strategy (independently) 3. Be able to explain when globalization started to occur and why it happened. 4. Able and understand the consequences of globalization	Criteria: 1. General Assessment Criteria: 2.a. Written UTS (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) 7. Character (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 80) Characters 20 . Total 100 13. Final score (102 103 102 103):10 100 Form of Assessment : Participatory Activities	Read literature and listen to explanations of the 3 X 50 lesson	Discussion, project based method 3 X 50	Material: globalization Bibliography: <i>Pucik, Vladimir, Paul Evans, Ingmar Björkman, and Shad Morris. 2017. The Global Challenge International Human Resource Management: Third Edition. United States: Chicago Business Press.</i> Material: Globalization Reader: <i>Warren J Keegan. 2004. Global Management. Jakarta: Prenhalind.</i>	4%

2	Understand and understand the role of global management	Able to explain the meaning and role of management, and especially global management	<p>Criteria:</p> <ol style="list-style-type: none"> 1.General Assessment Criteria: 2.a. Written UTS (weight 80) Characters 20 total 100 3.b. Bill (Task): 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100 <p>Form of Assessment : Participatory Activities</p>	Read literature and listen to explanations of the 3 X 50 lesson	Discussion, project based method 3 X 50	<p>Material: globalization Bibliography: Pucik, Vladimir, Paul Evans, Ingmar Björkman, and Shad Morris. 2017. <i>The Global Challenge International Human Resource Management: Third Edition. United States: Chicago Business Press.</i></p> <hr/> <p>Material: role of globalization Reader: Warren J Keegan. 2004. <i>Global Management. Jakarta: Prenhalind.</i></p> <hr/> <p>Material: the role of globalization Reader: Jeff Madura. 2001. <i>International management. Jakarta: Erlangga.</i></p>	4%
3	Understand global & international business and globalization and international networks	<ol style="list-style-type: none"> 1.1. Able to explain the global economic system, able to explain the performance and development of the world economy. 2.2. Able to explain international (global) business models and international business networks. 	<p>Criteria:</p> <ol style="list-style-type: none"> 1.General Assessment Criteria: 2.a. Written UTS (weight 80) Characters 20 total 100 3.b. Bill (Task): 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100 <p>Form of Assessment : Participatory Activities</p>	Read literature and listen to explanations of the 6 X 50 lesson	Discussion, project based method 6 X 50	<p>Material: global business Bibliography: Pucik, Vladimir, Paul Evans, Ingmar Björkman, and Shad Morris. 2017. <i>The Global Challenge International Human Resource Management: Third Edition. United States: Chicago Business Press.</i></p> <hr/> <p>Material: global business Reader: Warren J Keegan. 2004. <i>Global Management. Jakarta: Prenhalind.</i></p> <hr/> <p>Material: global business Reader: Jeff Madura. 2001. <i>International management. Jakarta: Erlangga.</i></p>	4%

4	Understand global & international business and globalization and international networks	<p>1.1. Able to explain the global economic system, able to explain the performance and development of the world economy.</p> <p>2.2. Able to explain international (global) business models and international business networks.</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1.General Assessment Criteria: 2.a. Written UTS (weight 80) Characters 20 total 100 3.b. Bill (Task): 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100 <p>Form of Assessment : Participatory Activities</p>	Read literature and listen to explanations of the 6 X 50 lesson	Discussion, project based method 6 X 50	<p>Material: global business Bibliography: <i>Pucik, Vladimir, Paul Evans, Ingmar Björkman, and Shad Morris. 2017. The Global Challenge International Human Resource Management: Third Edition. United States: Chicago Business Press.</i></p> <hr/> <p>Material: global business Reader: <i>Warren J Keegan. 2004. Global Management. Jakarta: Prenhalind.</i></p> <hr/> <p>Material: global business Reader: <i>Jeff Madura. 2001. International management. Jakarta: Erlangga.</i></p>	4%
5	Understand the scope of operational functions of Global Management	Able to explain what operational functions need to be considered in global management which are different from ordinary management	<p>Criteria:</p> <ol style="list-style-type: none"> 1.General Assessment Criteria: 2.a. Written UTS (weight 80) Characters 20 total 100 3.b. Bill (Task): 4.Presentation (Weight 60) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12.Final score (102 103 102 103):10 100 <p>Form of Assessment : Participatory Activities</p>	Read literature and listen to explanations of the 3 X 50 lesson	Discussion, project based method 3 X 50	<p>Material: Global Management Bibliography: <i>Pucik, Vladimir, Paul Evans, Ingmar Björkman, and Shad Morris. 2017. The Global Challenge International Human Resource Management: Third Edition. United States: Chicago Business Press.</i></p> <hr/> <p>Material: Global Management Reader: <i>Warren J Keegan. 2004. Global Management. Jakarta: Prenhalind.</i></p>	4%

6	Understand about multinational companies	<p>1. Able to explain what a multinational company is, how international companies develop</p> <p>2. Characteristics and Requirements of Multinational Companies</p> <p>3.3. Complexity in Handling Multinational Companies</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1. General Assessment Criteria: 2.a. Written UTS (weight 80) Characters 20 total 100 3.b. Bill (Task): (Weight 40) 4. Project report (weight 20) 5. power point (weight 20) 6. Character (weight 20).. Total 100 7.c. Participation : (weight 40) 8. Absent (weight 40) 9. Discussion (weight 40) 10. Characters (weight 20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12. Final score (102 103 102 103):10 100 <p>Form of Assessment : Participatory Activities, Practice/Performance</p>	Read theory, discussions and listen to explanations of 6 X 50 learning	Discussion, project based method 6 X 50	<p>Material: multinational companies</p> <p>Bibliography: Pucik, Vladimir, Paul Evans, Ingmar Björkman, and Shad Morris. 2017. <i>The Global Challenge International Human Resource Management: Third Edition. United States: Chicago Business Press.</i></p> <hr/> <p>Material: multinational companies</p> <p>Reference: Pearce & Robinson. 2000. <i>Strategic Management. Formulation, Implementation, and Control. McGraw Hill.</i></p> <hr/> <p>Material: multinational companies</p> <p>Reader: Jeff Madura. 2001. <i>International management. Jakarta: Erlangga.</i></p>	4%
7	Understand about multinational companies	<p>1. Able to explain what a multinational company is, how international companies develop</p> <p>2. Characteristics and Requirements of Multinational Companies</p> <p>3.3. Complexity in Handling Multinational Companies</p>	<p>Criteria:</p> <ol style="list-style-type: none"> 1. General Assessment Criteria: 2.a. Written UTS (weight 80) Characters 20 total 100 3.b. Bill (Task): (Weight 40) 4. Project report (weight 20) 5. power point (weight 20) 6. Character (weight 20).. Total 100 7.c. Participation : (weight 40) 8. Absent (weight 40) 9. Discussion (weight 40) 10. Characters (weight 20).. Total 100 11.d. Written final exam (weight 80) Characters 20 . Total 100 12. Final score (102 103 102 103):10 100 <p>Form of Assessment : Participatory Activities, Practice/Performance</p>	Read theory, discussions and listen to explanations of 6 X 50 learning	Discussion, project based method 6 X 50	<p>Material: multinational companies</p> <p>Bibliography: Pucik, Vladimir, Paul Evans, Ingmar Björkman, and Shad Morris. 2017. <i>The Global Challenge International Human Resource Management: Third Edition. United States: Chicago Business Press.</i></p> <hr/> <p>Material: multinational companies</p> <p>Reference: Pearce & Robinson. 2000. <i>Strategic Management. Formulation, Implementation, and Control. McGraw Hill.</i></p> <hr/> <p>Material: multinational companies</p> <p>Reader: Jeff Madura. 2001. <i>International management. Jakarta: Erlangga.</i></p>	4%
8	UTS		<p>Criteria: holistic rubric</p> <p>Form of Assessment : Test</p>	1 X 50			15%

9	Know and understand regional and international cooperation and organizations in global business	Able to explain regional and international cooperation and organizations in global business	<p>Criteria:</p> <ol style="list-style-type: none"> 1.General Assessment Criteria: 2.a. Written UTS (weight 80) Characters 20 26total 100 3.b. Bill (Task): 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 26. Total 100 12.Final value (102 103 102 103):10 = 100 <p>Form of Assessment : Participatory Activities</p>	Read literature and discussions and listen to explanations of the 3 X 50 lesson	Discussion, project based method 3 X 50		5%
10	Understand the political, legal and technological environment in global management	<ol style="list-style-type: none"> 1.Able to explain the laws that apply in the world 2.Able to explain the influence of politics in global operations 3.Able to explain the influence of technology on global relations 	<p>Criteria:</p> <ol style="list-style-type: none"> 1.General Assessment Criteria: 2.a. Written UTS (weight 80) Characters 20 26total 100 3.b. Bill (Task): 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 26. Total 100 12.Final value (102 103 102 103):10 = 100 <p>Form of Assessment : Participatory Activities</p>	Read literature and discussions and listen to explanations of the 3 X 50 lesson	Discussion, project based method 3 X 50		3%

11	Understand the influence of culture in global operations	Able to explain the influence of culture in global management operations	Criteria: 1.General Assessment Criteria: 2.a. Written UTS (weight 80) Characters 20 26total 100 3.b. Bill (Task): 4.Project report (Weight 40) 5.power point (weight 20) 6.Character (weight 20).. Total 100 7.c. Participation : 8.Absent (weight 40) 9.Discussion (weight 40) 10.Characters (weight20).. Total 100 11.d. Written final exam (weight 80) Characters 20 26. Total 100 12.Final value (102 103 102 103):10 = 100 Form of Assessment : Participatory Activities	Read literature and discussions and listen to explanations of the 3 X 50 lesson	Discussion, project based method 3 X 50		3%
12	Understand strategic management in global management	Able to explain strategic management in global management	Form of Assessment : Participatory Activities	Reading literature taking examples of case studies in organizations, discussions and listening to explanations of 3 X 50 learning	Discussion, project based method		2%
13	Understanding Global HR development	1.Able to explain Global HR development indicators 2.Able to explain Global HR development techniques 3.Able to differentiate between National HR and Global HR	Form of Assessment : Participatory Activities	Reading literature and discussions and listening to explanations of the 6 X 50 lesson	Discussion, project based method 6 X 50		5%
14	Understanding organizational behavior and HR management in global organizations.	1. Able to explain organizational behavior and HR management in global organizations across cultures 2. Motivate across cultures, 3. Cross-cultural leadership Cross-cultural HRD.	Form of Assessment : Participatory Activities	Reading literature and discussions and listening to explanations of the 6 X 50 lesson	Discussion, project based method 6 X 50		4%
15	Requirements of Global managers and future managers	1.Able to explain Global HR requirements 2.Able to explain the Challenges of Future Managers 3.Able to explain the elements in future HR	Form of Assessment : Participatory Activities	Read literature and discussions and listen to explanations of the 3 X 50 lesson	Discussion, project based method 3 X 50		5%
16	Final Semester Examination (UAS)		Form of Assessment : Test	3 X 50			30%

Evaluation Percentage Recap: Case Study

No	Evaluation	Percentage
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1.	Participatory Activities	51%
2.	Practice / Performance	4%
3.	Test	45%
		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.