

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

Document Code

## SEMESTER LEARNING PLAN

Courses		CODE				Co	Course Family				Credit Weight					SEME	STER	Cor Dat	npilat e	ion	
MPK-Performance Management			6120103193			Co	mpuls	sory Sub	y Study			3 F	P=0	ECTS=4	1.77		6	July	/ 17, 2	024	
AUTHORIZATION			SP Developer					Course Cluster Coordinator				tor	Study Program Coordinator								
			Zainur Rahman, SE., M.SC							Dwiarko Nugrohoseno, S.Psi., MM.				ˈsi.,	Yuyun Isbanah, S.E., M.S			SM.			
Learning model	Project Based L	.earnin	g																		
Program	PLO study pro	gram	which is charged to the course																		
Learning Outcomes	PLO-14 (PLO 1) Graduates are able to master management theory as a whole																				
(PLO)	Program Objectives (PO)																				
	PO - 1	Stude	nts are able	to car	rry out	t Job	Ident	ificati	on.												
	PO - 2	Stude	tudents are able to analyze positions/job analysis.																		
	PO - 3	Stude	nts are able	to ide	ntify K	Key F	Perfor	manc	e Ind	icato	rs.										
	PO - 4	Stude	lents are able to carry out Performance Reviews.																		
	PO - 5	Stude	nts are able to analyze Ratings for Performance.																		
	PLO-PO Matrix	<b>(</b>																			
			P.0		PLC	D-14															
			PO-1																		
			PO-2																		
			PO-3																		
			PO-4																		
			PO-5																		
	PO Matrix at th	ne end	of each lea	rnin	g sta	ge (S	Sub-I	PO)													
			P.0								Week									]	
				1	2	3	4	5	6	7	8		9	10	11	12	13	14	15	16	
		PC	D-1																		
		PC	)-2																		
		PC	D-3																		
		PC	)-4																		
		PC	D-5									1									1
												_									1
Short Course Description		<u>I</u>																			
References	Main :																				

	<ol> <li>Aguinis,</li> <li>James V and Son</li> </ol>	Herman. 2013. Perfor V. Smither and Manue s, Inc.	anagement. 2017. Harva mance Management. 3r I London, Editors. 2009. an Resources. New York	d Edition. Pub Performance	es: Pearson management: putting res	search into actio	n. John Wiley
	Supporters:						
Support lecturer							
Final abilities of each learning stage		Eval	uation	Lea Stude	elp Learning, rning methods, ent Assignments, stimated time]	Learning materials [ References	Assessment Weight (%)
	(Sub-PO)	Indicator	Criteria & Form	Offline( offline)	Online ( <i>online</i> )	1	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)

1	workshop material	1.Definition,		workshops,		Material:	2%
-	on basic concepts		Form of	and		performance	270
	of employee	objectives,	Assessment :	3 x50		management	
	performance	characteristics,					
	management	focus,	Participatory	discussions		Reference:	
	which includes the	understanding,	Activities			HBR Guide to	
	urgency of	performance				Performance	
	employee	management				Management.	
	performance,	guidelines				2017.	
	conceptions of performance					Harvard	
	management,	2.Performance				Business	
	performance	management				Review	
	appraisal methods,	cycle				p	
	employee	<ol><li>E-reward, an</li></ol>				Material:	
	performance	electronic				performance	
	development, and	based				•	
	employee	performance				management	
	performance					References:	
	measurement. The	reward				Aguinis,	
	learning method is	4.Development				Herman.	
	implemented using	and				2013.	
	a discussion	performance				Performance	
	system, project	plans,				Management.	
	assignments and reflection.	performance				3rd Edition.	
	Tellection.	measurements				Pubs:	
						Pearson	
		and					
1 1		performance					
		agreements					
		5.Continuous					
		process of					
		performance					
		management					
1 1		6.Review					
1 1							
1 1		meeting					
		performance,					
		difficult issues,					
		criteria,					
		management					
		style and					
		feedback					
1 1							
1 1		7.Approaches,					
		factors,					
		methods,					
		analysis of					
		performance					
		forecasting					
		Performance					
		improvement,					
		managerial					
		level issues					
		Purpose,					
		information					
		from HRD					
		Learning					
		opportunities,					
1 1							
1 1		personal					
1 1		development					
1 1		Financial and					
1 1		non-financial					
1 1		awards					
1 1		Definition of					
1 1		use,					
1 1		development					
		and					
1 1							
1 1		implementation					
1 1		and criteria					
1 1		Top manager,					
1 1		line manager,					
1 1		employee and					
1 1		HR roles					
1 1		Approach to					
1 1		development,					
1 1							
1 1		development					
1 1		framework,					
1 1		contextual					
		factors					
		Rationale for					
		performance					
		management,					
		skills,					
		Methods,					
		characteristics					
		of the					
		approach and					
		results					
		issuits	1	1	1		

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2	workshop material	1.Definition,		workshops,		Material:	4%
	on basic concepts	objectives,	Form of	and		performance	
	of employee		Assessment :	3 x50		management	
	performance	characteristics,		discussions		Reference:	
	management	focus,	Participatory Activities	uiscussions		HBR Guide to	
	which includes the	understanding,	Activities				
	urgency of	performance				Performance	
	employee	management				Management.	
	performance,	guidelines				2017.	
	conceptions of					Harvard	
	performance	2.Performance				Business	
	management, performance	management				Review	
	appraisal methods,	cycle				p	
	employee	3.E-reward, an				Matarial	
	performance	electronic				Material:	
	development, and	based				performance	
	employee					management	
	performance	performance				References:	
	measurement. The	reward				Aguinis,	
	learning method is	<ol> <li>Development</li> </ol>				Herman.	
	implemented using	and				2013.	
	a discussion	performance				Performance	
	system, project	•				Management.	
	assignments and	plans,				3rd Edition.	
	reflection.	performance					
		measurements				Pubs:	
		and				Pearson	
		performance					
1		agreements					
		5.Continuous					
		process of					
		performance					
		management					
1		6.Review					
1 1		meeting					
		0					
		performance,					
		difficult issues,					
		criteria,					
		management					
		style and					
		feedback					
		<ol><li>Approaches,</li></ol>					
		factors,					
		methods,					
		analysis of					
		,					
		performance					
		forecasting					
		Performance					
		improvement,					
		managerial					
		•					
		level issues					
		Purpose,					
		information					
		from HRD					
		Learning					
		opportunities,					
1		personal					
1		development					
1		Financial and					
		non-financial					
1		awards					
1		Definition of					
1							
1		use,					
		development					
		and					
1		implementation					
1		and criteria					
1		Top manager,					
1							
		line manager,					
1		employee and					
1		HR roles					
1		Approach to					
		development,					
1							
1		development					
		framework,					
1		contextual					
1		factors					
		Rationale for					
		performance					
		management,					
		skills,					
		Methods,					
		characteristics					
		of the					
1		approach and					
1		results					
1							
				l			

-	r				1		
3	workshop material on basic concepts	1.Definition, objectives,	Form of	workshops, and		Material: performance	4%
	of employee performance	characteristics,	Assessment :	3 x50		management	
	management	focus,	Participatory	discussions		Reference:	
	which includes the urgency of	understanding,	Activities			HBR Guide to Performance	
	employee	performance				Management.	
	performance,	management guidelines				2017.	
	conceptions of performance	2.Performance				Harvard	
	management,	management				Business Review	
	performance appraisal methods,	cycle					
	employee	3.E-reward, an				Material:	
	performance development, and	electronic based				performance	
	employee	performance				management References:	
	performance measurement. The	reward				Aguinis,	
	learning method is	4.Development				Herman.	
	implemented using	and				2013.	
	a discussion system, project	performance				Performance Management.	
	assignments and	plans, performance				3rd Edition.	
	reflection.	measurements				Pubs:	
		and				Pearson	
		performance					
		agreements					
		5.Continuous					
		process of performance					
		management					
		6.Review					
		meeting					
		performance,					
		difficult issues, criteria,					
		management					
		style and					
		feedback					
		7.Approaches,					
		factors, methods,					
		analysis of					
		performance					
		forecasting					
		Performance improvement,					
		managerial					
		level issues					
		Purpose,					
		information					
		from HRD Learning					
		opportunities,					
		personal					
		development					
		Financial and					
		non-financial awards					
		Definition of					
		use,					
		development					
		and					
		implementation and criteria					
		Top manager,					
		line manager,					
		employee and					
		HR roles					
		Approach to development,					
		development,					
		framework,					
		contextual					
		factors					
		Rationale for					
		performance management,					
		skills,					
		Methods,					
		characteristics					
		of the					
		approach and results					
		results					
4	Practice field			Field			0%
				Practice			
				1 semester			

5	Practice field		Field Practice 1 semester	0%
6	Practice field		Field Practice 1 semester	0%
7	Practice field	Form of Assessment : Project Results Assessment / Product Assessment	Field Practice 1 semester	10%
8	Practice field	Form of Assessment : Project Results Assessment / Product Assessment, Test	Field Practice 1 semester	20%
9	Practice field	Form of Assessment : Project Results Assessment / Product Assessment	Field Practice 1 semester	10%
10	Practice field		Field Practice 1 semester	0%
11	Practice field		Field Practice 1 semester	0%
12	Practice field		Field Practice 1 semester	0%
13	Practice field		Field Practice 1 semester	0%
14	Practice field		Field Practice 1 semester	0%
15	Practice field		Field Practice 1 semester	0%
16	Results Seminar	Criteria: 1.LAK assessment 2.results seminar Form of Assessment : Project Results Assessment / Product Assessment, Test		50%

Evaluation Percentage Recap: Project Based Learning

No	Evaluation	Percentage
1.	Participatory Activities	10%
2.	Project Results Assessment / Product Assessment	55%
3.	Test	35%
		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.
- 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.