



Universitas Negeri Surabaya
Faculty of Social and Legal Sciences,
Bachelor of State Administration Study Program

Document Code

SEMESTER LEARNING PLAN

Courses	CODE	Course Family	Credit Weight	SEMESTER	Compilation Date																																												
Employee Compensation	6320102047		T=2 P=0 ECTS=3.18	5	July 18, 2024																																												
AUTHORIZATION	SP Developer		Course Cluster Coordinator		Study Program Coordinator																																												
		Eva Hany Fanida, S.AP., M.AP.																																												
Learning model	Case Studies																																																
Program Learning Outcomes (PLO)	PLO study program that is charged to the course																																																
	Program Objectives (PO)																																																
	PLO-PO Matrix																																																
		P.O																																															
	PO Matrix at the end of each learning stage (Sub-PO)																																																
	P.O	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="border: none;"></td> <td colspan="16" style="text-align: center; border: none;">Week</td> </tr> <tr> <td style="border: none;"></td> <td style="border: none;">1</td><td style="border: none;">2</td><td style="border: none;">3</td><td style="border: none;">4</td><td style="border: none;">5</td><td style="border: none;">6</td><td style="border: none;">7</td><td style="border: none;">8</td><td style="border: none;">9</td><td style="border: none;">10</td><td style="border: none;">11</td><td style="border: none;">12</td><td style="border: none;">13</td><td style="border: none;">14</td><td style="border: none;">15</td><td style="border: none;">16</td> </tr> </table>															Week																	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
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Short Course Description	This course discusses the types of compensation in the public and private sectors and calculates the amount of compensation																																																
References	Main :																																																
	1. Kadarisman, M. 2012. Manajemen Kompensasi. Jakarta: Rajagrafindo Persada 2. Subekhi, Akhmad dan Mohammad Jauhar. 2012. Pengantar Manajemen Sumber Daya Manusia Jakarta. Prestasi Pustaka 3. Yani. 2012. Manajemen Sumber Daya Manusia. Jakarta. Mitra Wacana Media																																																
	Supporters:																																																
Supporting lecturer	Dra. Meirinawati, M.AP. Dr. Tjitjik Rahaju, M.Si. Indah Prabawati, S.Sos., M.Si. Trenda Aktiva Oktariyanda, S.AP., M.AP.																																																
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 employee compensation as a science	- Ontologically explaining employee compensation - Epistemologically explaining employee compensation - Explaining employee compensation axiologically	Criteria: assess students' mastery of knowledge about employee compensation.	- Pulpit lecture - Question and answer. - Discussion 2 X 50			0%																																										

2	Students are able to understand the employee compensation framework	<ul style="list-style-type: none"> - Explain the forms of compensation - - Explain the factors that influence the formulation of compensation determination - - Explain the considerations in determining compensation - - Explain the principles of determining compensation 	Criteria: assess the employee compensation framework	<ul style="list-style-type: none"> - Pulpit lecture - Question and answer. - - Discussion 2 X 50 			0%
3	Students are able to identify problems in providing employee compensation	<ul style="list-style-type: none"> - Identify key compensation issues - - Identify challenges that influence compensation policies 	Criteria: assess the identification of problems in providing employee compensation	<ul style="list-style-type: none"> - Pulpit lecture - Question and answer. - - Discussion 2 X 50 			0%
4							0%
5	Students are able to understand salaries and supplementary pay allowances	<ul style="list-style-type: none"> - Explain salary and wages - - Explain unemployment allowance - - Explain holiday allowance - - Explain sickness allowance - - Explain severance pay - - Explain maternity allowance - - Explain additional unemployment allowance 	Criteria: Assess understanding of salary and supplement pay benefits	<ul style="list-style-type: none"> - Pulpit lecture: - - Questions and answers - 2 X 50 discussions 			0%
6	Students are able to understand insurance benefits	<ul style="list-style-type: none"> - Understanding death insurance - - Understanding medical, nursing and rehabilitation insurance 	Criteria: assess understanding of insurance benefits	<ul style="list-style-type: none"> - Pulpit lecture - Question and answer - - Discussion - - Work performance 2 X 50 			0%
7	Students are able to understand disability benefits	<ul style="list-style-type: none"> - Explain the meaning of disability allowance - - Explain disability categories according to gradations of bodily damage - - Explain the compensation employees receive based on gradations of bodily damage - - Explain the amount of disability allowance 	Criteria: assess understanding of disability benefits	<ul style="list-style-type: none"> - Pulpit lecture - Question and answer. - - Discussion 2 X 50 			0%
8	Students are able to understand the material in meetings I to VII	Explain the material at meetings I to VII	Criteria: <ol style="list-style-type: none"> 1.Weight of Question No. 1: 20 2.Weight of Question No. 2: 20 3.Weight of Question No. 3: 30 4.Weight of Question No. 4: 30 	Test 2 X 50			0%

9	Students are able to understand old age benefits	- Identifying types of old age benefits - - Explaining the calculation of pension amounts - - Explaining the calculation of pensions for widows/widowers and children - - Identifying TMT pensions - - Explaining the procedure for applying for old age savings - - Explaining the calculation of old age savings	Criteria: assess understanding of old age benefits	- Pulpit lecture - Question and answer - - Discussion 2 X 50			0%
10							0%
11							0%
12	Students are able to calculate old age allowance	- Calculating when to retire - - Calculating how much civil servant pension they receive - - Calculating how much widow/widower's pension is - - Calculating how much children's pension - - Calculating death insurance if a civil servant, wife/husband of a civil servant, and child of a civil servant dies	Criteria: assess the calculation of retirement benefits	- Performance 2 X 50			0%
13							0%
14							0%
15	Students are able to calculate old age allowance	- Calculating how much pension civil servants receive - - Calculating how much pension widows/widowers have - - Calculating how much pension children receive - - Calculating death insurance if civil servants, wives/husbands of civil servants, and children of civil servants die - - Calculating old age savings for civil servants	Criteria: assess the calculation of pensions, insurance, old age savings	- Demonstration - Performance 2 X 50			0%
16							0%

Evaluation Percentage Recap: Case Study

No	Evaluation	Percentage
		0%

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.