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<tr><td rowspan="2"><img UNESA logo></td><td rowspan="2">Universitas Negeri Surabaya
Faculty of Vocational Studies
D4 Public Administration Study Program</td><td>Document Code</td></tr>
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	Universitas Negeri Surabaya **Faculty of Vocational Studies** **D4 Public Administration Study Program**	**Document Code**

SEMESTER LEARNING PLAN

Courses	CODE	Course Family	Credit Weight			SEMESTER	Compilation Date
Evaluate personnel policies	6330103053		**T=1**	**P=2**	**ECTS=4.77**	5	August 14, 2023

AUTHORIZATION	SP Developer	Course Cluster Coordinator	Study Program Coordinator
	Gading Gamaputra, S.AP, M.AP, Dr. Prasetyo Isbandono, S.Sos, M.Si Dr. Weni Rosdiana, S. Sos, M.AP	Dr. Weni Rosdiana, S. Sos, M.AP	Dr. Weni Rosdiana, S.Sos., M.AP.

Learning model	**Project Based Learning**

Program Learning Outcomes (PLO)	**PLO study program which is charged to the course**	
	PLO-7	demonstrate a responsible attitude towards work in their field of expertise independently
	PLO-9	Able to study cases of the application of science and technology that pay attention to and apply humanities values in the field of management and public sector policy in order to produce prototypes, standard procedures, designs and, compile the results of the study in the form of working papers, and upload them on the university website
	PLO-10	Able to carry out the formulation, implementation and evaluation of public sector policies
	PLO-14	Mastering knowledge about the concepts and practices of organizations, management and public sector policies
	Program Objectives (PO)	
	PO - 1	able to explain the concept of personnel policy evaluation
	PO - 2	able to analyze the use of theory in evaluating personnel policies
	PO - 3	Able to be responsible for evaluating personnel policies
	PO - 4	Able to produce personnel policy evaluation reports
	PLO-PO Matrix	

P.O	PLO-7	PLO-9	PLO-10	PLO-14
PO-1				
PO-2				
PO-3				
PO-4				

PO Matrix at the end of each learning stage (Sub-PO)

P.O	Week															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
PO-1																
PO-2																
PO-3																
PO-4																

Short Course Description	This course contains a study of the meaning of the concept of public policy evaluation, the function and objectives of policy evaluation, policy evaluation approaches, types of public policy evaluation, characteristics of policy evaluation, stages of policy evaluation, obstacles to policy evaluation, policy evaluation criteria, policy evaluation theory and evaluation. policy impact. Practical instructions in learning to evaluate personnel policies that are oriented towards student activity. Learning activities include practical/simulation activities that measure the achievement of learning competencies using a project based learning approach with inquiry, discussion, question and answer, assignment methods. Assessment is carried out by performance, written tests and a portfolio of reports on the results of personnel policy evaluation research

References	**Main :**

1. Widodo, Joko. (2008) Analisis Kebijakan Publik . Jakarta,Bayumedia. Winarno, Budi. (2007) Teori dan Proses Kebijakan Publik . Yogyakarta,Media Pressindo
2. Vedung, E. (1997). Public Policy and Program Evaluation (1st ed.). Routledge. https://doi.org/10.4324/9781315127767
3. Araral, E., Fritzen, S., Howlett, M., Ramesh, M., & Wu, X. (Eds.). (2012). Routledge Handbook of Public Policy (1st ed.). Routledge. https://doi.org/10.4324/9780203097571
4. Wu, X., Ramesh, M., Howlett, M., & Fritzen, S.A. (2010). The Public Policy Primer: Managing the Policy Process (1st ed.). Routledge. https://doi.org/10.4324/978020384594
5. Solichin Abdul Wahab, Evaluasi Kebijakan Publik, Brawijaya Press,Malang

	Supporters:

1. Artikel jurnal evaluasi kebijakan publik
2. Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns

Supporting lecturer	Dr. Prasetyo Isbandono, S.Sos., M.Si. Dr. Weni Rosdiana, S.Sos., M.AP. Dr. Haryo Kunto Wibisono, S.AP., M.AP. Gading Gamaputra, S.AP., MPA.

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 explain the concept and scope of personnel policy evaluation	Accuracy in explaining the concept and scope of personnel policy evaluation	**Criteria:** 1.presence 2.liveliness **Form of Assessment** : Participatory Activities	face-to-face lectures, discussions, questions and answers 3 X 50		**Material:** concept and scope of policy evaluation **Reference:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang* **Material:** understanding policy evaluation **References:** *Widodo, Joko. (2008) Public Policy Analysis. Jakarta, Bayumedia. Winarno, Budi. (2007) Public Policy Theory and Process. Yogyakarta, Media Pressindo* **Material:** policy evaluation approaches **References:** *Araral, E., Fritzen, S., Howlett, M., Ramesh, M., & Wu, X. (Eds.). (2012). Routledge Handbook of Public Policy (1st ed.). Routledge. https://doi.org/...*	5%

| 2 | Students are able to explain the concept and scope of personnel policy evaluation | Accuracy in explaining the concept and scope of personnel policy evaluation | **Criteria:** 1.presence 2.liveliness **Form of Assessment** : Participatory Activities | face-to-face lectures, discussions, questions and answers 3 X 50 | | **Material:** concept and scope of policy evaluation **Reference:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang*

Material: understanding policy evaluation **References:** *Widodo, Joko. (2008) Public Policy Analysis. Jakarta, Bayumedia. Winarno, Budi. (2007) Public Policy Theory and Process. Yogyakarta, Media Pressindo*

Material: policy evaluation approaches **References:** *Araral, E., Fritzen, S., Howlett, M., Ramesh, M., & Wu, X. (Eds.). (2012). Routledge Handbook of Public Policy (1st ed.). Routledge. https://doi.org/...* | 5% |
| 3 | able to analyze the use of policy evaluation theory | Accuracy in explaining policy evaluation theory and its use | **Criteria:** Attendance and activeness during the lecture process. **Form of Assessment** : Participatory Activities | Exploratory, discussion and question and answer 3 X 50 | | **Material:** Policy Evaluation Theory **References:** *Widodo, Joko. (2008) Public Policy Analysis. Jakarta, Bayumedia. Winarno, Budi. (2007) Public Policy Theory and Process. Yogyakarta, Media Pressindo*

Material: Policy Evaluation Theory **Bibliography:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang*

Material: Use of Policy Evaluation Theory **Literature:** *Public policy evaluation journal articles* | 5% |

| 4 | able to analyze the use of policy evaluation theory | Accuracy in explaining policy evaluation theory and its use | **Criteria:** Attendance and activeness during the lecture process. **Form of Assessment** : Participatory Activities | Exploratory, discussion and question and answer 3 X 50 | | **Material:** Policy Evaluation Theory **References:** *Widodo, Joko. (2008) Public Policy Analysis. Jakarta, Bayumedia. Winarno, Budi. (2007) Public Policy Theory and Process. Yogyakarta, Media Pressindo* **Material:** Policy Evaluation Theory **Bibliography:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang* **Material:** Use of Policy Evaluation Theory **Literature:** *Public policy evaluation journal articles* | 5% |
| 5 | able to analyze personnel policy evaluation problems | accuracy in analyzing personnel policy evaluation problems | **Criteria:** Presence and activeness **Form of Assessment** : Participatory Activities | Exploratory, discussion and question and answer 3 X 50 | | **Material:** Policy evaluation **References:** *Araral, E., Fritzen, S., Howlett, M., Ramesh, M., & Wu, X. (Eds.). (2012). Routledge Handbook of Public Policy (1st ed.). Routledge. https://doi.org/...* **Material:** personnel policy evaluation research problems. **Reference:** *Public policy evaluation journal articles* **Material:** personnel policy issues **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns* | 5% |

6	able to analyze personnel policy evaluation problems	accuracy in analyzing personnel policy evaluation problems	**Criteria:** Presence and activeness **Form of Assessment** : Participatory Activities	Exploratory, discussion and question and answer 3 X 50		**Material:** Policy evaluation **References:** *Araral, E., Fritzen, S., Howlett, M., Ramesh, M., & Wu, X. (Eds.). (2012). Routledge Handbook of Public Policy (1st ed.). Routledge. https://doi.org/...* **Material:** personnel policy evaluation research problems. **Reference:** *Public policy evaluation journal articles* **Material:** personnel policy issues **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns*	5%
7	able to analyze personnel policy evaluation problems	accuracy in analyzing personnel policy evaluation problems	**Criteria:** Presence and activeness **Form of Assessment** : Participatory Activities	Exploration, Small Group Discussion 3 X 50		**Material:** Policy evaluation **References:** *Araral, E., Fritzen, S., Howlett, M., Ramesh, M., & Wu, X. (Eds.). (2012). Routledge Handbook of Public Policy (1st ed.). Routledge. https://doi.org/...* **Material:** personnel policy evaluation research problems. **Reference:** *Public policy evaluation journal articles* **Material:** personnel policy issues **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns*	5%
8	Sub CPMK 1-7	Students can answer UTS questions	**Criteria:** ability to answer UTS questions **Form of Assessment** : Test	UTS 2 X 50			15%

9	able to explain the implementation of policy evaluation	able to prepare personnel policy evaluation research designs	**Form of Assessment** : Assessment of Project Results / Product Assessment, Practices / Performance	Exploration, Small Group Discussion 3 x 170		**Material:** policy evaluation research **Reference:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang* **Material:** results of policy evaluation research **. Reference:** *Public policy evaluation journal articles* **Material:** results of policy research **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns*	5%
10	able to explain the implementation of policy evaluation	able to prepare personnel policy evaluation research designs	**Form of Assessment** : Assessment of Project Results / Product Assessment, Practices / Performance	Exploration, Small Group Discussion 3 x 170		**Material:** policy evaluation research **Reference:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang* **Material:** results of policy evaluation research **. Reference:** *Public policy evaluation journal articles* **Material:** results of policy research **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns*	5%

| 11 | able to explain the implementation of policy evaluation | able to carry out data collection for Civil Service Policy Evaluation Research | **Criteria:** work method **Form of Assessment** : Assessment of Project Results / Product Assessment, Practices / Performance | Exploration, Small Group Discussion 3 x 170 | | **Material:** policy evaluation research **Reference:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang* **Material:** results of policy evaluation research **. Reference:** *Public policy evaluation journal articles* **Material:** results of policy research **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns* | 5% |
| 12 | able to explain the implementation of policy evaluation | able to carry out data collection for Civil Service Policy Evaluation Research | **Criteria:** work method **Form of Assessment** : Assessment of Project Results / Product Assessment, Practices / Performance | Exploration, Small Group Discussion 3 x 170 | | **Material:** policy evaluation research **Reference:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang* **Material:** results of policy evaluation research **. Reference:** *Public policy evaluation journal articles* **Material:** results of policy research **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns* | 5% |

13	able to explain the implementation of policy evaluation	able to carry out data processing for Civil Service Policy Evaluation Research	**Criteria:** work method **Form of Assessment** : Assessment of Project Results / Product Assessment, Practices / Performance	Exploration, Small Group Discussion 3 x 170		**Material:** policy evaluation research **Reference:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang* **Material:** results of policy evaluation research **. Reference:** *Public policy evaluation journal articles* **Material:** results of policy research **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns*	5%
14	able to explain the implementation of policy evaluation	able to carry out data processing for Civil Service Policy Evaluation Research	**Criteria:** work method **Form of Assessment** : Assessment of Project Results / Product Assessment, Practices / Performance	presentation, response and discussion 3 x 170		**Material:** policy evaluation research **Reference:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang* **Material:** results of policy evaluation research **. Reference:** *Public policy evaluation journal articles* **Material:** results of policy research **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns*	5%

| 15 | | | **Form of Assessment** : Project Results Assessment / Product Assessment | presentation, response and discussion | | | **Material:** policy evaluation research **Reference:** *Solichin Abdul Wahab, Public Policy Evaluation, Brawijaya Press, Malang*

Material: policy evaluation research **References:** *Public policy evaluation journal articles*

Material: policy evaluation research **Reference:** *Human Resource Management for Vocational Programs Based on Recruitment and Selection Patterns* | 20% |
| 16 | sub CPMK 1-15 | | **Form of Assessment** : Project Results Assessment / Product Assessment | UAS | | | | 0% |

Evaluation Percentage Recap: Project Based Learning

No	Evaluation	Percentage
1.	Participatory Activities	35%
2.	Project Results Assessment / Product Assessment	35%
3.	Practice / Performance	15%
4.	Test	15%
		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.