



**Universitas Negeri Surabaya  
Faculty of Economics and Business  
Bachelor of Accounting Study Program**

**Document Code**

**SEMESTER LEARNING PLAN**

Courses	CODE	Course Family	Credit Weight			SEMESTER	Compilation Date
Capital Markets, Risk Management, and Investment Management	6220103131	Compulsory Study Program Subjects	T=3	P=0	ECTS=4.77	4	May 8, 2023
<b>AUTHORIZATION</b>	<b>SP Developer</b>		<b>Course Cluster Coordinator</b>			<b>Study Program Coordinator</b>	
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**Learning model** Case Studies

<b>Program Learning Outcomes (PLO)</b>	<b>PLO study program that is charged to the course</b>																																																																		
	<b>PLO-1</b>	Able to demonstrate religious, national and cultural values, as well as academic ethics in carrying out their duties																																																																	
	<b>PLO-8</b>	Able to prepare, present, analyze and interpret financial and non-financial reports by considering sustainability for the purpose of decision making at a strategic level in accordance with the professional code of ethics with the support of information technology																																																																	
	<b>Program Objectives (PO)</b>																																																																		
	<b>PO - 1</b>	Able to demonstrate religious and national values as well as academic ethics in carrying out duties as an analyst, manager and personal.																																																																	
	<b>PO - 2</b>	Able to analyze and interpret financial and non-financial reports for decision making purposes at a strategic level with the support of information technology																																																																	
	<b>PLO-PO Matrix</b>																																																																		
		<table border="1" style="margin: auto;"> <tr> <td>P.O</td> <td>PLO-1</td> <td>PLO-8</td> </tr> <tr> <td>PO-1</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>PO-2</td> <td></td> <td style="text-align: center;">✓</td> </tr> </table>	P.O	PLO-1	PLO-8	PO-1	✓		PO-2		✓																																																								
	P.O	PLO-1	PLO-8																																																																
	PO-1	✓																																																																	
PO-2		✓																																																																	
<b>PO Matrix at the end of each learning stage (Sub-PO)</b>																																																																			
	<table border="1" style="margin: auto;"> <tr> <th rowspan="2">P.O</th> <th colspan="16">Week</th> </tr> <tr> <th>1</th><th>2</th><th>3</th><th>4</th><th>5</th><th>6</th><th>7</th><th>8</th><th>9</th><th>10</th><th>11</th><th>12</th><th>13</th><th>14</th><th>15</th><th>16</th> </tr> <tr> <td>PO-1</td> <td style="text-align: center;">✓</td><td style="text-align: center;">✓</td><td></td><td></td><td style="text-align: center;">✓</td><td></td><td></td><td style="text-align: center;">✓</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 style="text-align: center;">✓</td><td style="text-align: center;">✓</td><td></td><td style="text-align: center;">✓</td><td style="text-align: center;">✓</td><td></td><td style="text-align: center;">✓</td><td style="text-align: center;">✓</td><td style="text-align: center;">✓</td><td style="text-align: center;">✓</td><td style="text-align: center;">✓</td><td style="text-align: center;">✓</td><td style="text-align: center;">✓</td> </tr> </table>	P.O	Week																1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	PO-1	✓	✓			✓			✓									PO-2			✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓
P.O	Week																																																																		
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PO-1	✓	✓			✓			✓																																																											
PO-2			✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓																																																				

**Short Course Description** This course provides an overview of the capital market, transaction mechanisms in the capital market and investment products in the capital market. Various investment options in financial assets have uncertain rates of return. An understanding of the concept of risk and return will be used to explain these decisions in managing risk. Next, it explains how analysis, assessment and management are carried out on securities and portfolios. This is intended to evaluate investment alternatives, make investment decisions, and understand securities analysis techniques which include fundamental and technical analysis. Finally, this course also provides learning about corporate risk management, which includes the framework developed by COSO. These corporate risk management principles are in line with generally accepted accounting principles which are used as a basis for auditing corporate financial statements.

**References**

**Main :**

1. Jones, Charles P. and Jensen, G.R. 2016. Investment: Analysis and Management, 13th edition, WILEY.
2. Bodie, Z., Kane, A., and Marcus, A.J. 2014. Investments, 10th edition, McGraw Hill Education.
3. Hopkin, Paul. 2017. Fundamentals of Risk Management. 4th edition. Kogan Page Limited.
4. Vorst, C.R., Priyarsono, D.S., dan Budiman, A. 2018. Manajemen Risiko Berbasis SNI 31000. Badan Standardisasi Nasional.
5. Rustam, Bambang Rianto. 2022. Manajemen Risiko: Prinsip, Penerapan, dan Penelitian. Penerbit Salemba Empat.

**Supporters:**

	<ol style="list-style-type: none"> <li>1. Elton, E.J., Gruber, M.J., Brown, S.J., and Goetzmann, W.N. 2014. Modern Portfolio Theory and Investment Analysis. 9th edition. WILEY.</li> <li>2. Jedynek, P. and Bąk, S. 2021. Risk Management in Crisis: Winners and Losers during the COVID-19 Pandemic. Routledge: Taylor and Francis Group.</li> <li>3. Siahaan, Hinsa. 2009. Manajemen Risiko pada Perusahaan dan Birokrasi. PT Elex Media Komputindo.</li> </ol>						
<b>Supporting lecturer</b>	Mariana, S.Pd., M.A. Dr. Ika Permatasari, S.E.,Ak., M.Ak.,CA. Frizkana Meilia, S.E., M.A. Aisyaturrahmi, S.E., M.A.,Ak. Loggar Bhilawa, S.E., M.Si., Ak. Insyirah Putikadea , S.E., M.A.						
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 expected to be able to understand, explain and analyze the core concepts of investment, including the balance between expected returns and the main risks and considerations faced by investors. In addition, students are able to identify various investment options, such as money market securities, capital markets and derivatives.	<ol style="list-style-type: none"> <li>1.Accuracy in analyzing why returns and risks are two important aspects of all investment decisions.</li> <li>2.Accuracy in identifying money market and capital market securities and understanding the important features of these securities.</li> <li>3.Accuracy in identifying and analyzing asset-backed securities, stock splits, bond ratings, and ADR.</li> <li>4.Accuracy in understanding and analyzing two derivative securities, namely options and futures, and how they fit into the investor's choice set.</li> </ol>	<b>Criteria:</b> Descriptive rubric  <b>Form of Assessment :</b> Participatory Activities, Portfolio Assessment	3 credits (1x(3x170')):  TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Comprehension of material PT (1x(3x60')): Individual assignment 3	Vi-Learning: SIDIA	<b>Material:</b> Chapters 1 and 2 <b>References:</b> <i>Jones, Charles P. and Jensen, GR 2016. Investment: Analysis and Management, 13th edition, WILEY.</i>  <b>Material:</b> Chapters 1 and 2 <b>References:</b> <i>Bodie, Z., Kane, A., and Marcus, AJ 2014. Investments, 10th edition, McGraw Hill Education.</i>	5%

2	<p>Students are expected to be able to explore and analyze indirect investments through mutual funds, closed-end mutual funds and ETFs. Next, students are expected to be able to outline the structure of securities markets, with a focus on secondary markets where investors are most active, especially in equity markets as well as securities trading mechanisms that are important for successful market participation.</p>	<ol style="list-style-type: none"> <li>1.Accuracy in analyzing the importance of indirect investments for individual investors and distinguishing between closed-end mutual funds, mutual funds and exchange-traded mutual funds.</li> <li>2.Accuracy in evaluating the main features of mutual funds as well as identifying and analyzing how to use exchange-traded mutual funds.</li> <li>3.Accuracy in distinguishing primary markets and secondary markets and describing trading in the three main types of securities, namely bonds, equities and derivatives.</li> <li>4.Accuracy in analyzing stock market settings, how stock markets operate, and how they differ from each other.</li> </ol>	<p><b>Criteria:</b> Descriptive rubric</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	<p>TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual Assignment 3 X 50</p>	<p>Vi-Learning: SIDIA</p>	<p><b>Material:</b> Chapters 3 and 4 <b>References:</b> <i>Jones, Charles P. and Jensen, GR 2016. Investment: Analysis and Management, 13th edition, WILEY.</i></p> <hr/> <p><b>Material:</b> Chapters 3 and 4 <b>Bibliography:</b> <i>Bodie, Z., Kane, A., and Marcus, AJ 2014. Investments, 10th edition, McGraw Hill Education.</i></p>	5%
3	<p>Students are expected to be able to explain and analyze return and risk which are important components of all investment decisions.</p>	<ol style="list-style-type: none"> <li>1.Accuracy in calculating return and risk measures is important for financial assets.</li> <li>2.Accuracy in analyzing returns and risks experienced by investors in the past is important in estimating returns and risks in the future.</li> </ol>	<p><b>Criteria:</b> Descriptive rubric</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	<p>TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual Assignment 3 X 50</p>	<p>Vi-Learning: SIDIA</p>	<p><b>Material:</b> Chapter 6 <b>Bibliography:</b> <i>Jones, Charles P. and Jensen, GR 2016. Investment: Analysis and Management, 13th edition, WILEY.</i></p> <hr/> <p><b>Material:</b> Chapter 5 <b>Bibliography:</b> <i>Bodie, Z., Kane, A., and Marcus, AJ 2014. Investments, 10th edition, McGraw Hill Education.</i></p>	5%

4	Students are expected to be able to evaluate and analyze ordinary shares as well as analyze strategies for selecting and managing a share portfolio.	<ol style="list-style-type: none"> <li>1.Accuracy in using and analyzing the fundamentals of valuation for common stock, discounted cash flow techniques, and intrinsic value concepts.</li> <li>2.Accuracy in estimating share price targets using the P/E ratio and EPS.</li> <li>3.Accuracy in analyzing the pros and cons of passive approaches in building a stock portfolio and critically evaluating active stock investment strategies.</li> </ol>	<p><b>Criteria:</b> Descriptive rubric</p> <p><b>Form of Assessment :</b> Participatory Activities, Portfolio Assessment</p>	<p>TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual Assignment 3 X 50</p>	Vi-Learning: SIDIA	<p><b>Material:</b> Chapters 10 and 11 <b>Bibliography:</b> <i>Jones, Charles P. and Jensen, GR 2016. Investment: Analysis and Management, 13th edition, WILEY.</i></p> <hr/> <p><b>Material:</b> Chapter 18 <b>Bibliography:</b> <i>Bodie, Z., Kane, A., and Marcus, AJ 2014. Investments, 10th edition, McGraw Hill Education.</i></p>	5%
5	Students are expected to be able to analyze financial market efficiency and translate investor expectations into prices.	<ol style="list-style-type: none"> <li>1.Accuracy in analyzing the efficient market hypothesis (EMH) and identifying its significance for investors.</li> <li>2.Accuracy in evaluating how the EMH was tested and what the available evidence shows.</li> <li>3.Accuracy in identifying and analyzing market anomalies.</li> </ol>	<p><b>Criteria:</b> Descriptive rubric</p> <p><b>Form of Assessment :</b> Participatory Activities, Portfolio Assessment</p>	<p>TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual Assignment 3 X 50</p>	Vi-Learning: SIDIA	<p><b>Material:</b> Chapter 12 <b>Bibliography:</b> <i>Jones, Charles P. and Jensen, GR 2016. Investment: Analysis and Management, 13th edition, WILEY.</i></p> <hr/> <p><b>Material:</b> Chapter 11 <b>Bibliography:</b> <i>Bodie, Z., Kane, A., and Marcus, AJ 2014. Investments, 10th edition, McGraw Hill Education.</i></p>	5%
6	Students are expected to be able to analyze bond yields and bond prices as well as strategies and approaches to managing bond portfolios.	<ol style="list-style-type: none"> <li>1.Accuracy in understanding, calculating and analyzing various measures of bond yields as well as calculating bond prices and the causes of changes in bond prices.</li> <li>2.Accuracy in understanding and analyzing bond features that influence bond risk and return.</li> <li>3.Accuracy in distinguishing and analyzing passive and active strategies for managing bond portfolios.</li> </ol>	<p><b>Criteria:</b> Descriptive rubric</p> <p><b>Form of Assessment :</b> Participatory Activities, Portfolio Assessment</p>	<p>TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual Assignment 3 X 50</p>	Vi-Learning: SIDIA	<p><b>Material:</b> Chapters 17 and 18 <b>Bibliography:</b> <i>Jones, Charles P. and Jensen, GR 2016. Investment: Analysis and Management, 13th edition, WILEY.</i></p> <hr/> <p><b>Material:</b> Chapters 14 and 16 <b>Bibliography:</b> <i>Bodie, Z., Kane, A., and Marcus, AJ 2014. Investments, 10th edition, McGraw Hill Education.</i></p>	5%

7	Students are expected to be able to analyze derivative instruments in the form of options and futures.	<ol style="list-style-type: none"> <li>1. Accuracy in understanding and analyzing how and why investors use options in their investment strategies.</li> <li>2. Accuracy in identifying and explaining alternative options available to investors and how the options market operates.</li> <li>3. Accuracy in understanding and analyzing why financial futures contracts were developed for use by investors.</li> <li>4. Accuracy in identifying and explaining the alternatives available to investors in the futures market as well as how the futures market operates.</li> </ol>	<b>Criteria:</b> Descriptive rubric  <b>Form of Assessment :</b> Participatory Activities	TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual Assignment 3 X 50	Vi-Learning: SIDIA	<b>Material:</b> Chapters 19 and 20 <b>References:</b> <i>Jones, Charles P. and Jensen, GR 2016. Investment: Analysis and Management, 13th edition, WILEY.</i>  <b>Material:</b> Chapters 20 and 22 <b>References:</b> <i>Bodie, Z., Kane, A., and Marcus, AJ 2014. Investments, 10th edition, McGraw Hill Education.</i>	5%
8	MIDTERM EXAM		<b>Form of Assessment :</b> Test				15%
9	Students are expected to be able to identify risks that can expose the organization, analyze impacts, and manage risks (risk management).	<ol style="list-style-type: none"> <li>1. Accuracy in defining, identifying types of risk, and measuring the magnitude and possibility of risk occurring.</li> <li>2. Accuracy in analyzing the impact of risk on the organization using bow-tie diagrams and analyzing the relationship between the level of risk and the amount of reward that may be obtained.</li> <li>3. Accuracy in identifying four categories of risk, managing uncertainty risk, mitigating hazard risk, and minimizing compliance risk.</li> <li>4. Accuracy in analyzing risk management principles and risk management activities.</li> </ol>	<b>Criteria:</b> Descriptive rubric  <b>Form of Assessment :</b> Participatory Activities, Portfolio Assessment	TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')):  Case Study Individual Assignment: Rank Group; ABIL; and BIS 3 X 50	Vi-Learning: SIDIA	<b>Material:</b> Chapters 1, 2, 3, and 5 <b>References:</b> <i>Hopkin, Paul. 2017. Fundamentals of Risk Management. 4th edition. Kogan Page Limited.</i>  <b>Material:</b> Chapters 1 and 2 <b>Bibliography:</b> <i>Rustam, Bambang Rianto. 2022. Risk Management: Principles, Applications, and Research. Salemba Empat Publishers.</i>	5%

10	Students are expected to be able to identify risk management standards, risk management processes, and their context.	<ol style="list-style-type: none"> <li>1.Accuracy in identifying risk management standards.</li> <li>2.Accuracy in analyzing the risk management context.</li> <li>3.Accuracy in evaluating corporate risk management.</li> </ol>	<p><b>Criteria:</b> Descriptive rubric</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	<p>TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual assignment</p> <p>Case study: United Utilities; Birmingham City Council; Tsogo Sun 3 X 50</p>	Vi-Learning: SIDIA	<p><b>Material:</b> Chapters 6, 7, and 8 <b>Reference:</b> <i>Hopkin, Paul. 2017. Fundamentals of Risk Management. 4th edition. Kogan Page Limited.</i></p> <hr/> <p><b>Material:</b> Chapters 2 and 3 <b>Bibliography:</b> <i>Rustam, Bambang Rianto. 2022. Risk Management: Principles, Applications, and Research. Salemba Empat Publishers.</i></p>	5%
11	Students are expected to be able to assess risks, use risk assessment techniques, and prepare risk matrices.	<ol style="list-style-type: none"> <li>1.Accuracy in assessing risks, using risk assessment techniques, and compiling risk matrices.</li> <li>2.Accuracy in assessing opportunities and compiling the matrix.</li> </ol>	<p><b>Criteria:</b> Descriptive rubric</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	<p>TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual assignment</p> <p>Case study: AA; British Land; and Guide Dogs NSW/ACT 3 X 50</p>	Vi-Learning: SIDIA	<p><b>Material:</b> Chapters 10 and 12 <b>Reference:</b> <i>Hopkin, Paul. 2017. Fundamentals of Risk Management. 4th edition. Kogan Page Limited.</i></p>	5%
12	Students are expected to be able to analyze risks using 4T (tolerate, treat, transfer, and terminate) and analyze internal controls based on the COSO framework.	Accuracy in analyzing risks using 4T (tolerate, treat, transfer, and terminate) as well as applying internal controls based on the COSO framework.	<p><b>Criteria:</b> Descriptive rubric</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	<p>TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual Assignment 3 X 50</p>	Vi-Learning: SIDIA	<p><b>Material:</b> Chapters 15 and 16 <b>Bibliography:</b> <i>Hopkin, Paul. 2017. Fundamentals of Risk Management. 4th edition. Kogan Page Limited.</i></p> <hr/> <p><b>Material:</b> Chapter 4 <b>Bibliography:</b> <i>Rustam, Bambang Rianto. 2022. Risk Management: Principles, Applications, and Research. Salemba Empat Publishers.</i></p>	5%

13	Students are expected to be able to analyze company efforts to transfer risk through insurance and evaluate insurance needs.	Accuracy in analyzing insurance as a means of transferring risk and evaluating insurance needs.	<b>Criteria:</b> Descriptive rubric  <b>Form of Assessment :</b> Participatory Activities, Portfolio Assessment	TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual assignment  Case study: Intu Properties; The Walt Disney Company; and Australian Mines Limited 3 X 50	Vi-Learning: SIDIA	<b>Material:</b> Chapter 17 <b>Bibliography:</b> <i>Hopkin, Paul. 2017. Fundamentals of Risk Management. 4th edition. Kogan Page Limited.</i>  <b>Material:</b> Chapter 16 <b>Bibliography:</b> <i>Rustam, Bambang Rianto. 2022. Risk Management: Principles, Applications, and Research. Salemba Empat Publishers.</i>	5%
14	Students are expected to be able to analyze corporate governance in the context of risk management, analyze stakeholder expectations and their influence on risk management, and analyze the importance of supply chain risk management.	1.Accuracy in analyzing corporate governance in the context of risk management. 2.Accuracy in analyzing stakeholder expectations and their influence on risk management. 3.Accuracy in analyzing the importance of supply chain risk management.	<b>Criteria:</b> Descriptive rubric  <b>Form of Assessment :</b> Participatory Activities, Portfolio Assessment	TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual Assignment 3 X 50	Vi-Learning: SIDIA	<b>Material:</b> Chapters 28, 29, and 32 <b>Reference:</b> <i>Hopkin, Paul. 2017. Fundamentals of Risk Management. 4th edition. Kogan Page Limited.</i>  <b>Material:</b> Chapter 20 <b>Bibliography:</b> <i>Rustam, Bambang Rianto. 2022. Risk Management: Principles, Applications, and Research. Salemba Empat Publishers.</i>	5%
15	Students are expected to be able to analyze the importance of risk assurance, analyze the internal audit function and the relationship between internal audit and risk management, and analyze the importance of risk reporting imposed on the company.	1.Accuracy in analyzing the importance of risk assurance. 2.Accuracy in analyzing the internal audit function and the relationship between internal audit and risk management. 3.Accuracy in analyzing the importance of risk reporting imposed on the company.	<b>Criteria:</b> Descriptive rubric  <b>Form of Assessment :</b> Participatory Activities, Portfolio Assessment	TM (1x(3x50')): Explanation of material and discussion BM (1x(3x60')): Understanding of material PT (1x(3x60')): Individual Assignment 3 X 50	Vi-Learning: SIDIA	<b>Material:</b> Chapters 34, 35, and 36 <b>Reference:</b> <i>Hopkin, Paul. 2017. Fundamentals of Risk Management. 4th edition. Kogan Page Limited.</i>	5%
16	FINAL EXAMS		<b>Form of Assessment :</b> Test				15%

**Evaluation Percentage Recap: Case Study**

No	Evaluation	Percentage
1.	Participatory Activities	50%
2.	Portfolio Assessment	20%
3.	Test	30%

## 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.