

Universitas Negeri Surabaya Faculty of Economics and Business Islamic Economics Undergraduate Study Program

Document Code

SEMESTER LEARNING PLAN

Courses		CODE		Course Family		Credit Weight			SEMESTER	Compilation Date
HUMAN RESC	OURCE MANAGEM	1ENT 602020309	90	Compulsory Study I	Program	T=3	P=0	ECTS=4.77	3	July 27, 2021
AUTHORIZAT	ION	SP Develo	per	- Jubjecte	Course Cl	uster C	oordi	nator	Study Progra	m Coordinato
		Dr. Khusnı	ıl Fikriyah, S.E.,	M.SEI.	Dr. Aʻrasy I	Fahrulla	h,, S.	Sos., M.Si.	Dr. Ahmad S.Pd.,	Ajib Ridlwan, M.SEI.
Learning model	Case Studies									
Program	PLO study pro	gram which is ch	arged to the c	ourse						
Learning Outcomes (PLO)	PLO-6	Able to master the Islamic Business	e basic concepts and Islamic Fina	of research methodol nce.	ogy and data	analys	is tech	nniques in the	fields of Islamic	Economics,
	Program Object	tives (PO)								
	PO - 1	Able to master the	theory of Huma	n Resource Managen	ent as a who	ole				
	PO - 2	Able to complete h	nis duties and ob	ligations responsibly a	and ethically					
	PO - 3	Able to apply theo	ries about Huma	ın Resource Managen	nent by utilizi	ng scier	nce ar	nd technology		
	PO - 4	Able to master the problems.	theoretical cond	cepts of human resou	ce managen	nent in d	lepth	as an effort to	solve procedu	al and scientific
	PLO-PO Matrix									
		P.O	PLO-6							
		PO-1								
		PO-2								
		PO-3								
		PO-4	1							
		<u> </u>	1							
	PO Matrix at th	e end of each lea	rning stage (S	iuh-PO)						

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

Course Description

This course explores human resources from an Islamic perspective, emphasizing how to align HR practices with Islamic economic principles. Students will delve into various aspects of human resource management (HRM), including planning, recruitment, performance appraisal, and ethical considerations based on Islamic jurisprudence. The course is designed to help students understand the strategic role of human resources (Insani Resources') in driving organizational success while adhering to Islamic values. Learning Materials: 1. Strategic Role of Human Resources') in driving organizational success while adhering to Islamic values. Learning Materials: 1. Strategic Role of Human Resources' Understanding the foundational importance of human resources in business strategy. 2. Islamic Management Practices: Exploration of management practices under Islamic law. 3. Shariah Compliance in HR Practices: Application of Shariah principles in the recruitment, selection, and management of personnel. 4. Ethical HRM: Incorporating the ethical teachings inspired by the nature of the prophets in everyday HR practices. Connection to Course Learning Outcomes (CLOs): Decision-making in HR issues will be based on Islamic economic principles, enhancing students' ability to analyze and interpret data ethically. Students will manage group projects, demonstrating responsibility in overseeing and evaluating HR tasks within a Sharia-compliant framework. Mastery over both general Islamic economic concepts and specific HR management practices, preparing students to tackle both academic and procedural HR challenges. Practical application of Islamic economic knowledge in solving HR problems, from recruitment to performance management. This course connects theoretical HR principles with practical, real-world applications in Islamic contexts. Through discussions, case studies, and interactive projects, students will engage deeply with the material. By the end of this course, students will have a comprehensive understanding of how to manage human res

References

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- 1. Maulida, S., & Rusydiana, A. S. (2023). Islamic Human Resource Management: Thematic Map and Research Cluster. Management and Sustainability, 2(1).
- 2. Islam, M. M., & Hossain, M. M. (2018). Human resource management: Mixing Islamic principles with conventional practices. Australasian Journal of Islamic Finance and Business, 4(1), 1-10.Misno, Abdurrahman dan Farid, Muhammad Fahri. 2019. Manajemen Sumber Daya Insani. Jakarta: Universitas Terbuka Press.
- 3. Muhammad Habib. 2018. Islamic teachings on human resource management. LAP LAMBERT Academic Publishing
- 4. Abbasi, Abdus Satar and Raj, Razaq. 2021. Principles of Islamic Economic Ethics for Contemporary Workplace. IGI Global USA

Supporters:

- Dessler, Gary. 2016. Manajemen Sumber Daya Manusia Edisi 14. Jakarta: Salemba Empat
- 2. Djamaluddin Ancok, 2003. Outbound Management Training: Aplikasi Ilmu Perilaku dalam Pengembangan Sumber Daya Manusia. Yogyakarta: UII Press
- 3. Grensing-Pophal, Lin. 2000. Human Resources Book. Manajemen Sumber Daya Manusia untuk Bisnis. Jakarta: Prenada

Supporting lecturer

Prof. Dr. Anang Kistyanto, S.Sos., M.Si. Ramdani, S.H.I., M.E. Dr. A'rasy Fahrullah, S.Sos., M.Si. Nurwinsyah Rohmaningtyas, S.H.I., M.S.E.I.

ı	Dr. Moh	Farih	Fahmi	S Pd	M Pd

Week	Final abilities of each learning stage (Sub-PO)	Evalu	ıation	Help Lea Learning r Student Ass [Estimat	nethods, signments,	Learning materials [References	Assessment Weight (%)
	,	Indicator	Criteria & Form	Offline (offline)	Online (online)	J	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Understanding the Strategic Role of Human Resources and Challenges in Human Resource Development	1.• Able to define the Strategic Role of Human Resources 2.• Able to explain the Urgency and Need for Human Resources 3.• Able to explain the challenges faced in SDI development 4.• Able to formulate the MSDI Concept	Criteria: Holistic rubric Form of Assessment: Participatory Activities	Lectures in class with Problem Based Learning based on Student Centered Learning. Lecturer provides an explanation of the Strategic Role of Human Resources and Challenges in Human Resource Development 3 X 50		Material: 1. The Strategic Role of SDI 2. The Urgency of SDI Development 3. The Concept of SDI Library: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy. Material: 1. The Strategic Role of SDI 2. The Urgency of SDI Development 3. The Concept of SDI Library: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat. Material: 1. The Strategic Role of SDI 2. The Urgency of SDI Library: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat. Material: 1. The Strategic Role of SDI 2. The Urgency of SDI Development 3. The Concept of SDI Library: Dessler, Gary. 2016. Human Resource Management Edition 14. Jakarta: Salemba Empat	4%

2	Able to describe work design and SDI planning	1. Able to identify Job Design Elements 2. Able to explain job analysis 3. Able to Describe SDI Requests 4. Able to explain the relationship between SDI Demand, SDI Supply and SDI Development Opportunities	Criteria: Holistic rubric Form of Assessment: Participatory Activities	Lectures in class with Problem Based Learning based on Student Centered Learning. The lecturer provides an explanation of Work Design and SDI 3 X 50 Planning	Material: 1. Job design elements 2. Job analysis 3. SDI demand 4. SDI supply Reader: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy. Material: 1. Job design elements 2. Job analysis 3. SDI demand 4. SDI supply Library: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat. Materials: 1. Job design elements 2. Job analysis 3. SDI demand 4. SDI supply Library: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat.	4%
3	Understanding the SDI Recruitment and Selection Process	1. • Able to explain obstacles in recruitment 2. • Able to explain recruitment channels 3. • Able to describe recruitment evaluation 4. • Able to identify the basics of selection 5. • Be able to explain the relationship between selection and other personnel functions 6. • Able to explain the challenges in selection	Criteria: Holistic rubric Form of Assessment: Participatory Activities	Lectures in class with Problem Based Learning based on Student Centered Learning. The lecturer provides an explanation regarding the SDI 3 X 50 Recruitment and Selection Process	Material: 1. Obstacles to recruitment 2. Recruitment channels 3. Recruitment evaluation 4. Basis for selection 5. Relationship between selection and other personnel functions 6. Challenges in selection Reader: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy. Material: 1. Obstacles to recruitment channels 3. Recruitment channels 3. Recruitment evaluation 4. Basis for selection 5. Relationship between selection and other personnel functions 6. Challenges in selection Reader: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat.	5%

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4	Understanding the SDI	1 - Abla ta	Criteria:	Lectures in class with	selection and other personnel functions 6. Challenges in selection References: Grensing-Pophal, Lin. 2000. Human Resources Book. Human Resources Management for Business. Jakarta: Prenada	3%
•	Recruitment and Selection Process	1. ◆ Able to explain obstacles in recruitment 2. ◆ Able to explain recruitment channels 3. ◆ Able to describe recruitment evaluation 4. ◆ Able to identify the basics of selection 5. ◆ Be able to explain the relationship between selection and other personnel functions	Holistic rubric Form of Assessment : Portfolio Assessment	case based learning based on Student Centered Learning. The lecturer provides an explanation regarding the SDI 3 X 50 Recruitment and Selection Process	Obstacles to recruitment 2. Recruitment 12. Recruitment channels 3. Recruitment evaluation 4. Basis for selection 5. Relationship between selection and other personnel functions 6. Challenges in selection Reader: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy.	370
		6. • Able to explain the challenges in selection			Material: 1. Obstacles to recruitment 2. Recruitment channels 3. Recruitment evaluation 4. Basis for selection 5. Relationship between selection and other personnel functions 6. Challenges in selection Reader:	

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	Able to explain the training and development process	explain the purpose of training and development a. Able to explain training and development	Criteria: Holistic rubric Form of Assessment: Participatory Activities	Lectures in class with case based learning based on Student Centered Learning. The lecturer provides an explanation about SDI 3 X 50 Training and Development		Material: 1. Orientation Program 2. SDI Training and Development 3. Evaluation of Training and Development Literature: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi	5%
		methods 4. • Able to explain training and development program evaluation				Material: 1. Orientation Program 2. SDI Training and Development	
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7	Able to understand career management in organizations/companies	1.• Able to explain the importance of career management 2.• Able to explain career management and its benefits for companies and employees/SDI 3.• Able to describe career development.	Criteria: Holistic rubric Form of Assessment: Participatory Activities	Lectures in class with case based learning based on Student Centered Learning. The lecturer provides an explanation about career management in 3 X 50 organizations/companies		Material: 1. Career Management 2. Retention Management 3. Employee Career Development Library: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy. Material: 1. Career Management 2. Retention Management 3. Employee Career Development References: Grensing- Pophal, Lin. 2000. Human Resources Management for Business Jakarta: Prenada	5%
8	Midterm exam		Form of Assessment : Test	3 X 50 midterm exam			15%
9	Understand the forms of compensation given to employees	Able to differentiate the forms of compensation provided by the company to employees (salary, incentives, health benefits, rewards and punishments, and retirement benefits) Able to explain the philosophy of remuneration Able to explain remuneration based on job evaluations Able to explain the types of incentives and the basis for providing incentives	Criteria: Holistic rubric Form of Assessment: Portfolio Assessment	Lectures in class with Problem Based Learning based on Student Centered Learning. The lecturer provides an explanation of the forms of compensation given to employees	WAG (discussion) Google Classroom (material) Google Meet (lecture) (lecture) Google Form (test) [1 x 3 x 50 minutes] Task 9: Observe MSMEs in groups and observe the form of compensation given to employees and their problems for employees, then present it in class.	Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits Reader: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy. Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits Reader: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat. Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits Reader: Misno, Abdurrahman and Farid, Muhammad Fahri, 2019. Human Resources	3%

					Management. Jakarta: Open University Press. Supporters: Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits Bibliography: Dessler, Gary. 2016. Human Resource Management Edition 14. Jakarta: Salemba Empat Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits Reference: Djamaluddin Ancok, 2003. Outbound Management Training: Application of Behavioral Science in Human Resource Development. Yogyakarta: UII Press Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits Telepholists Selection of Behavioral Science in Human Resource Development. Yogyakarta: UII Press Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits 5. Revented Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits 8. Retirement benefits 9. Retirement benefits 9	
10	Understand the forms of compensation given to employees	Able to differentiate the forms of compensation provided by the company to employees (salary, incentives, health benefits, rewards and punishments, and retirement benefits) Able to explain the philosophy of remuneration Able to explain remuneration based on job evaluations Able to explain the types of incentives and the basis for providing incentives	Criteria: Holistic rubric Form of Assessment: Participatory Activities	Lectures in class with Problem Based Learning based on Student Centered Learning. The lecturer provides an explanation of the forms of compensation given to employees	Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits Reader: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy. Material: 1. Types of compensation 2. Salary 3. Incentives 4.	6%

Health Benefits 5. Rewards and Punishments 6. Retirement benefits Reader: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat. Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits Reader: Misno, Abdurrahman and Farid, Muhammad Fahri. 2019. Human Resource Management. Jakarta: Open University Press. Supporters: Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits **Bibliography:**Dessler, Gary.
2016. Human Resource Management Edition 14. Jakarta: Salemba Empat Material: 1. Types of compensation 2. Salary 3. Incentives 4. Health Benefits 5. Rewards and Punishments 6. Retirement benefits Reference: Djamaluddin Ancok, 2003.
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References:

					Grensing- Pophal, Lin. 2000. Human Resources Book. Human Resources Management for Business. Jakarta: Prenada	
11	Able to explain how companies manage employee retention, engagement and careers	Able to explain employee turnover (voluntary turnover and forced turnover) and the factors that influence turnover Able to explain a Comprehensive Approach to Retaining Employees Able to explain the stages of withdrawal from work Able to explain how to increase employee engagement	Criteria: Holistic rubric Form of Assessment: Participatory Activities	Lectures in class with Problem Based Learning based on Student Centered Learning. The lecturer provides an explanation of how companies manage employee retention, engagement and careers	Material: 1. Employee turnover 2. Retaining employees 3. Withdrawal from work 4. Increasing employee involvement Reader: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy.	6%
					Material: 1. Employee turnover 2. Retaining employees 3. Withdrawal from work 4. Increasing employee involvement Reader: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat.	
					Material: 1. Employee turnover 2. Retaining employees 3. Withdrawal from work 4. Increasing employee involvement References: Misno, Abdurrahman and Farid, Muhammad Fahri. 2019. Human Resource Management. Jakarta: Open University Press.	
					Supporters: Material: 1. Employee turnover 2. Retaining employees 3. Withdrawal from work 4. Increasing employee involvement References: Dessler, Gary. 2016. Human Resource Management Edition 14. Jakarta: Salemba Empat	
					Material: 1. Employee turnover 2. Retaining employees 3. Withdrawal from work 4.	

15		Able to evaloin the			Increasing employee involvement Reference: Djamaluddin Ancok, 2003. Outbound Management Training: Application of Behavioral Science in Human Resource Development. Yogyakarta: UII Press Material: 1. Employee turnover 2. Retaining employees 3. Withdrawal from work 4. Increasing employee involvement References: Grensing-Pophal, Lin. 2000. Human Resources Book. Human Resources Management for Business. Jakarta: Prenada	
	Explaining and Practicing Ethics, Employee Relations, Fair Treatment in the Workplace, and conflict management	basics of ethics and fair treatment in the workplace Able to explain ethics in business Able to identify	Form of Assessment : Participatory Activities	Lectures in class with Case Based Learning based on Student Centered Learning. Lecturers provide explanations about Ethics, Employee Relations, and Fair Treatment in the Workplace, and conflict management	Material: 1. Basics of ethics 2. Business ethics 3. Rights and obligations of employees 4. Rights and obligations of employers 5. Conflict management Reader: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy. Material: 1. Basics of ethics 2. Business ethics 3. Rights and obligations of employers 5. Conflict management. Akarta: Bumi Literacy. Material: 1. Basics of ethics 2. Business ethics 3. Rights and obligations of employers 5. Conflict management References: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat. Material: 1. Basics of ethics 2. Business ethics 3. Employee rights and obligations 4. Employer rights and obligations 5. Conflict management References: Misno, Abdurrahman	5%

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					Management.
					Jakarta: Open
					University
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					Supporters:
					Material: 1.
					Basics of ethics 2.
					etnics 2. Business
					ethics 3.
					Employee
					rights and
					obligations 4.
					Employer
					rights and
					obligations 5.
					Conflict
					management References:
					Dessler, Gary.
					2016. Human
					Resource
					Management
					Edition 14.
					Jakarta:
					Salemba
					Empat
					Material: 1.
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					Employer
					rights and
					obligations 5.
					Conflict
					management
					Reference:
					Djamaluddin Ancok, 2003.
					Outbound
					Management
					Training:
					Application of
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					Science in
					Human
					Resource Development.
					Vogyakarta:
					Yogyakarta: UII Press
					Material: 1. Basics of
					ethics 2.
					Business
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					employers 5.
					Conflict management
					References:
					Grensing-
					Pophal, Lin.
					2000. Human
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					Book. Human
					Resources Management
					Management for Business.
					Jakarta:
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13	Able to explain the Islamic Work Ethic	Able to explain the importance of work ethic in Islam	Criteria: Holistic rubric	Lectures in class with Case Based Learning based on Student	Material: 1. Work Ethic 2. Karimah's	5%
		Able to describe a work ethic that is in accordance with the Al-Quran Able to explain the implementation of	Form of Assessment : Participatory Activities	Centered Learning. The lecturer provides an explanation of the Islamic Work Ethic	Akhlakul Library: Jusmaliani. 2011. Human Resource	
		the characteristics of the apostle (akhlakul karimah) in work			Management. Jakarta: Bumi Literacy.	
					Material: 1. Work Ethic 2. Karimah's Akhlakul Library: Wahjono, Sentot Imam. 2017. Human Resources Management.	
					Jakarta: Salemba Empat.	
					Material: 1. Work Ethic 2. Karimah's Akhlakul Library: Misno, Abdurrahman and Farid, Muhammad	
					Fahri. 2019. Human Resource Management. Jakarta: Open University Press. Supporters:	
					Material: 1. Work Ethic 2. Karimah's Akhlakul Bibliography: Dessler, Gary. 2016. Human Resource Management Edition 14. Jakarta: Salemba Empat	
					Material: 1. Work Ethic 2. Akhlakul Karimah Reference: Djamaluddin Ancok, 2003. Outbound Management Training: Application of Behavioral Science in Human Resource Development. Yogyakarta: UII Press	
					Material: 1. Work Ethic 2. Karimah's Akhlakul Bibliography: Grensing-Pophal, Lin. 2000. Human Resources Book. Human Resources Management for Business.	

Able to explain the importance of motivation in organizations 1. • Able to explain the explain the concept of motivation 2. • Able to Portfolio Assessment: Determine: Lectures in class with Case Based Learning based on Student Centered Learning. Assessment: Determine: Determine: Lectures in class with Case Based Learning based on Student Centered Learning. Assessment: Determine: Determ
explain midvation theories 3. • Able to identify types of motivation tools 5. • Able to explain motivation tools 5. • Able to explain motivation tools 5. • Able to explain motivation tools 6. • Able to explain tools 6.

15	Able to explain SDI information systems	Able to examine the urgency of SDI SIM. Able to explain the function of SDI	Criteria: Holistic rubric Form of Assessment:	Class lectures with lecturer courses based on Student Centered Learning.	WAG (discussion) Google Classroom (material) Google Meet (lecture)	Material: 1. SDI Information System	59
		SIM. Able to explain the benefits of implementing SDI SIM	Participatory Activities	The lecturer provides an explanation of the HR Management Information System	(lecture) Google Form (test) [1 x 3 x 50 minutes]	Library: Jusmaliani. 2011. Human Resource Management. Jakarta: Bumi Literacy.	
						Material: 1. SDI Information System Library: Wahjono, Sentot Imam. 2017. Human Resources Management. Jakarta: Salemba Empat.	
						Material: 1. SDI Information System Library: Misno, Abdurrahman and Farid, Muhammad Fahri. 2019. Human Resource Management. Jakarta: Open University Press. Supporters:	
						Material: 1. SDI Information Systems Reader: Dessler, Gary. 2016. Human Resource Management Edition 14. Jakarta: Salemba Empat	
						Material: 1. SDI Information Systems Library: Djamaluddin Ancok, 2003. Outbound Management Training: Application of Behavioral Science in Human Resource Development. Yogyakarta: UII Press	
						Material: 1. SDI Information Systems Library: Grensing- Pophal, Lin. 2000. Human Resources Book. Human Resources Management for Business. Jakarta: Prenada	
16	final exams		Criteria: Assessment rubric				15

Evaluation Percentage Recap: Case Study

No	Evaluation	Percentage
1.	Participatory Activities	50%
2.	Portfolio Assessment	20%
3.	Test	30%
		100%

Notes

- 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.
- 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.
- 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.
- 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.
- 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.
- Forms of assessment: test and non-test.
- 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.

 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 subtopics.
- 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.