



**Universitas Negeri Surabaya**  
**Faculty of Economics and Business,**  
**Master of Economics Education Study Program**

Document Code

**SEMESTER LEARNING PLAN**

Courses	CODE	Course Family	Credit Weight			SEMESTER	Compilation Date
Human resource management studies	8710302107	Compulsory Study Program Subjects	T=2	P=0	ECTS=4.48	3	May 15, 2023
AUTHORIZATION	SP Developer		Course Cluster Coordinator			Study Program Coordinator	
	Dr. Tri Sudarwanto, S.Pd., MSM.		Drs. Yoyok Soesatyo, S.H., M.M., Ph.D.			Dwi Yuli Rakhmawati, S.Si., M.Si., Ph.D.	

Learning model	Case Studies
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**PLO study program that is charged to the course**

<b>PLO-5</b>	Able to design, implement, develop and evaluate economic learning concepts and principles in the field of Economic Education effectively, efficiently, creatively and innovatively by utilizing up-to-date and appropriate science and technology.
<b>PLO-12</b>	Faithful to God Almighty and able to uphold human values in carrying out duties based on religion, morals and ethics
<b>PLO-16</b>	Able to apply logical, critical, systematic and innovative thinking in the context of the development or implementation of science and technology that pays attention to and applies humanities values in accordance with the field of economic education in an independent, quality and measurable manner based on scientific rules, procedures and ethics in order to produce solutions, ideas, designs or art criticism

**Program Objectives (PO)**

<b>PO - 1</b>	Able to study and review research results in the field of human resource management in the form of scientific articles that have been published in national journals
<b>PO - 2</b>	Able to understand and examine research results in the field of human resource management in the form of scientific articles that have been published in international journals
<b>PO - 3</b>	Able to prepare research proposals in the field of human resource management based on research and analysis of the results of human resource management research
<b>PO - 4</b>	Able to carry out research in the field of human resource management

**PLO-PO Matrix**

		P.O	PLO-5	PLO-12	PLO-16
		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** Study and review of research results in the field of human resource management. Research in the field of human resource management refers to the fields of basic secondary education and higher education. Study sources can come from scientific articles that have been published in national and international journals or in national or international proceedings. Based on this study and research, it is hoped that it can provide references and references for developing research in the field of human resource management.

**References** Main :

1. Armstrong, M. (2009) *Armstrong's handbook of human resource management* (11th edition). London: Kogan Page.
2. Allen, M. R., & Wright, P. (2007). *Strategic management and HRM*. In P. Boxall, P. Purcell, & P. Wright (Eds.), *The Oxford handbook of human resource management* (pp. 88–107). United Kingdom: Oxford University Press
3. Baron, J. N., & Kreps, D. M. (1999). *Strategic human resources: Frameworks for general managers*. New York, NY: Wiley.
4. Becker, M. (2007). Die neue rolle der personalentwicklung [The new role of human resource development]. In N. Thom & R. J. Zaugg (Eds.), *Moderne personalentwicklung: Mitarbeiterpotentiale erkennen, entwickeln und fördern* [Modern human resource development: Identify, develop, and promote employee potential] (2nd ed., pp. 3–18). Wiesbaden, Germany: Gabler.
5. Boudreau, J. W., & Jesuthasan, R. (2011). *Transformative HR: How great companies use evidence-based change for sustainable advantage*. San Francisco, CA: Jossey-Bass.
6. Bowen, D. E., & Ostroff, C. (2004). Understanding HRM-firm performance linkages: The role of the "strength" of the HRM system. *Academy of Management Review*, 29(2), 203–221.

**Supporters:**

1. Susanti. 2019. Pengembangan Model Startup sebagai Upaya Meningkatkan Daya Saing Lulusan Perguruan Tinggi Eks Lembaga Pendidikan Tenaga Kependidikan (LPTK) di Universitas Negeri Surabaya (Penelitian Penugasan Kebijakan Universitas dan Kolaborasi Dana PNPB 2019)
2. Susanti. 2020. Upaya Pencegahan Penyebaran Covid 19 Melalui Peningkatan Gizi dan Imunitas bagi Civitas Akademika Fakultas Ekonomi Unesa (PKM Kebijakan Fakultas/Jurusan FE Dana PNPB 2020)
3. Harti, Sakti N.C., Hakim L. 2020. Pelatihan Produksi Minuman Herbal sebagai Upaya Pemberdayaan Ekonomi Masyarakat Terdampak Covid 19 pada Ibu-ibu PKK di Kecamatan Gayungan Surabaya (PKM Penugasan Pascasarjana Dana PNPB 2020)
4. Hakim L. 2020. Upaya Peningkatan Imunitas Tubuh untuk Meningkatkan Kinerja Karyawan Selama Work From Home (WFH) (PKM Kebijakan Fakultas/Jurusan FE Dana PNPB 2020)
5. Wulandari S.S. 2019. Pelatihan Penyusunan Soal Berbasis Higher Order Thinking Skills (HOTS) bagi MGMP Paket Keahlian Administrasi Perkantoran Kabupaten Magetan (Penelitian Dana UKT FE 2019)
6. Jurnal-jurnal bidang manajemen sumber daya manusia

**Supporting lecturer**

Prof. Drs. Yoyok Soesatyo, S.H., M.M., Ph.D.  
 Prof. Dr. Jun Surjanti, S.E., M.Si.  
 Prof. Dr. Susanti, S.Pd., M.Si.  
 Dr. Tri Sudarwanto, S.Pd., MSM.

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	Able to study and examine research results in the field of human resource management	Able to study and review scientific articles that have been published in national journals/proceedings	<b>Criteria:</b> non-test: reviewing and reviewing research results in the field of human resource management  <b>Forms of Assessment :</b> Participatory Activities, Project Results Assessment / Product Assessment, Practices / Performance	Lectures, presentations, discussions 2x50	Lectures, presentations, discussions 2x50	<b>Material:</b> reviewing and reviewing research results in the field of human resource management. <b>Reference:</b> <i>Armstrong, M. (2009) Armstrong's handbook of human resource management (11th edition). London: Kogan Page.</i>	3%
2	Able to study and examine research results in the field of human resource management	Able to study and review scientific articles that have been published in national journals/proceedings	<b>Criteria:</b> non-test: reviewing and reviewing research results in the field of human resource management  <b>Form of Assessment :</b> Participatory Activities, Practice/Performance	Lectures, presentations, discussions 2x50	Lectures, presentations, discussions 2x50	<b>Material:</b> reviewing and reviewing research results in the field of human resource management. <b>Reference:</b> <i>Allen, MR, &amp; Wright, P. (2007). Strategic management and HRM. In P. Boxall, P. Purcell, &amp; P. Wright (Eds.), The Oxford handbook of human resource management (pp. 88–107). United Kingdom: Oxford University Press</i>	3%
3	Able to study and examine research results in the field of human resource management	Able to study and review scientific articles that have been published in national journals/proceedings	<b>Criteria:</b> non-test: reviewing and reviewing research results in the field of human resource management  <b>Form of Assessment :</b> Participatory Activities, Practice/Performance	Lectures, presentations, discussions 2x50	Lectures, presentations, discussions 2x50	<b>Material:</b> reviewing and reviewing research results in the field of human resource management. <b>Reference:</b> <i>Baron, JN, &amp; Kreps, DM (1999). Strategic human resources: Frameworks for general managers. New York, NY: Wiley.</i>	3%

4	Able to study and examine research results in the field of human resource management	Able to study and review scientific articles that have been published in national journals/proceedings	<p><b>Criteria:</b> non-test: reviewing and reviewing research results in the field of human resource management</p> <p><b>Form of Assessment :</b> Participatory Activities, Practice/Performance</p>	Lectures, presentations, discussions 2x50	Lectures, presentations, discussions 2x50	<p><b>Material:</b> reviewing and analyzing research results in the field of human resource management. <b>Reference:</b> Becker, M. (2007). <i>Die neue rolle der personalentwicklung [The new role of human resource development]</i>. In N. Thom &amp; RJ Zaugg (Eds.), <i>Moderne personalentwicklung: Mitarbeiterpotentiale erkennen, entwickeln und fördern [Modern human resource development: Identify, develop, and promote employee potential]</i> (2nd ed., pp. 3–18). Wiesbaden, Germany: Gabler.</p>	3%
5	Able to study and examine research results in the field of human resource management	Able to study and review scientific articles that have been published in national journals/proceedings	<p><b>Criteria:</b> non-test: reviewing and reviewing research results in the field of human resource management</p> <p><b>Form of Assessment :</b> Participatory Activities, Practice/Performance</p>	Lectures, presentations, discussions 2x50	Lectures, presentations, discussions 2x50	<p><b>Material:</b> reviewing and analyzing research results in the field of human resource management. <b>Reference:</b> Boudreau, JW, &amp; Jesuthasan, R. (2011). <i>Transformative HR: How great companies use evidence-based change for sustainable advantage</i>. San Francisco, CA: Jossey-Bass.</p>	3%
6	Able to study and examine research results in the field of human resource management	Able to study and review scientific articles that have been published in national journals/proceedings	<p><b>Criteria:</b> non-test: reviewing and reviewing research results in the field of human resource management</p> <p><b>Form of Assessment :</b> Participatory Activities, Practice/Performance</p>	Lectures, presentations, discussions 2x50	Lectures, presentations, discussions 2x50	<p><b>Material:</b> reviewing and reviewing research results in the field of human resource management. <b>Reference:</b> Bowen, DE, &amp; Ostroff, C. (2004). <i>Understanding HRM-firm performance linkages: The role of the "strength" of the HRM system</i>. <i>Academy of Management Review</i>, 29(2), 203–221.</p>	3%
7	Prepare a research proposal in the field of human resource management	Able to prepare research proposals in the field of human resource management	<p><b>Criteria:</b> non test: Preparing a Research Proposal in the field of human resource management</p> <p><b>Form of Assessment :</b> Participatory Activities, Practice/Performance</p>	Lectures, presentations, discussions, assignments 2x50	Lectures, presentations, discussions, assignments 2x50	<p><b>Material:</b> Preparing a Research Proposal in the field of human resource management <b>Reference:</b> Susanti. 2019. <i>Developing a Startup Model as an Effort to Increase the Competitiveness of University Graduates Ex-Teaching Personnel Educational Institutions (LPTK) at Surabaya State University (Research on University Policy Assignments and 2019 PNPB Fund Collaboration)</i></p>	3%
8	UTS	UTS	<p><b>Criteria:</b> UTS</p> <p><b>Form of Assessment :</b> Test</p>	UTS 2x50	UTS	<p><b>Material:</b> - <b>Library:</b></p>	20%

9	Conduct research in the field of human resource management	Able to conduct research in the field of human resource management	<p><b>Criteria:</b> non test: Conduct research in the field of human resource management</p> <p><b>Form of Assessment :</b> Participatory Activities, Practice/Performance</p>	Assignments/Projects 2x50	Assignments/Projects  [4X100 minutes] 2x50	<p><b>Material:</b> Research in the field of human resource management <b>Library:</b> <i>Susanti. 2020. Efforts to Prevent the Spread of Covid 19 Through Improving Nutrition and Immunity for the Academic Community of the Faculty of Economics, Unesa (PKM Faculty/Department FE Policy 2020 PNBPF Funds)</i></p>	3%
10	Conduct research in the field of human resource management	Able to conduct research in the field of human resource management	<p><b>Criteria:</b> non test: Conduct research in the field of human resource management</p> <p><b>Form of Assessment :</b> Participatory Activities, Project Results Assessment / Product Assessment</p>	Assignments/Projects 2x50	Assignments/Projects  [4X100 minutes] 2x50	<p><b>Material:</b> Research in the field of human resource management <b>References:</b> <i>Harti, Sakti NC, Hakim L. 2020. Herbal Drink Production Training as an Effort to Empower the Economy of Communities Affected by Covid 19 for PKK Women in Gayungan District, Surabaya (PKM Postgraduate Assignment with PNBPF Funds 2020)</i></p>	7%
11	Conduct research in the field of human resource management	Able to conduct research in the field of human resource management	<p><b>Criteria:</b> non test: Conduct research in the field of human resource management</p> <p><b>Form of Assessment :</b> Participatory Activities, Practice/Performance</p>	Assignments/Projects 2x50	Assignments/Projects  [4X100 minutes] 2x50	<p><b>Material:</b> Research in the field of human resource management <b>Reference:</b> <i>Hakim L. 2020. Efforts to Increase Body Immunity to Improve Employee Performance During Work From Home (WFH) (PKM Faculty/FE Department Policy 2020 PNBPF Funds)</i></p>	3%
12	Conduct research in the field of human resource management	Able to conduct research in the field of human resource management	<p><b>Criteria:</b> non test: Conduct research in the field of human resource management</p> <p><b>Forms of Assessment :</b> Participatory Activities, Project Results Assessment / Product Assessment, Practices / Performance</p>	Assignments/Projects 2x50	Assignments/Projects  [4X100 minutes] 2x50	<p><b>Material:</b> Research in the field of human resource management <b>Reference:</b> <i>Wulandari SS 2019. Training on Preparing Questions Based on Higher Order Thinking Skills (HOTS) for MGMP Magetan Regency Office Administration Skills Package (UKT FE Fund Research 2019)</i></p>	7%
13	Presenting reports on human resource management research results	Able to present reports on human resource management research results	<p><b>Criteria:</b> non test: presenting a report on the results of human resource management research</p> <p><b>Form of Assessment :</b> Assessment of Project Results / Product Assessment, Practices / Performance</p>	Lectures, presentations, discussions and assignments/projects 2x50	Lectures, presentations, discussions and assignments/projects 2x50	<p><b>Material:</b> presenting a report on human resource management research. <b>Library:</b> <i>Journals in the field of human resource management</i></p>	3%
14	Presenting reports on human resource management research results	Able to present reports on human resource management research results	<p><b>Criteria:</b> non test: presenting a report on the results of human resource management research</p> <p><b>Form of Assessment :</b> Practice / Performance</p>	Lectures, presentations, discussions and assignments/projects 2x50	Lectures, presentations, discussions and assignments/projects 2x50	<p><b>Material:</b> presenting a report on human resource management research. <b>Reference:</b> <i>Baron, JN, &amp; Kreps, DM (1999). Strategic human resources: Frameworks for general managers. New York, NY: Wiley.</i></p>	3%

15	Presenting reports on human resource management research results	Able to present reports on human resource management research results	<b>Criteria:</b> non test: presenting a report on the results of human resource management research  <b>Form of Assessment :</b> Participatory Activities, Practice/Performance	Lectures, presentations, discussions and assignments/projects 2x50	Lectures, presentations, discussions and assignments/projects 2x50	<b>Material:</b> presenting a report on human resource management research. <b>Reference:</b> <i>Armstrong, M. (2009) Armstrong's handbook of human resource management (11th edition). London: Kogan Page.</i>	3%
16	UAS	UAS	<b>Criteria:</b> UAS  <b>Form of Assessment :</b> Test	UAS 2x50	UAS 2x50	<b>Material:</b> - <b>Library:</b>	30%

#### Evaluation Percentage Recap: Case Study

No	Evaluation	Percentage
1.	Participatory Activities	20.33%
2.	Project Results Assessment / Product Assessment	8.33%
3.	Practice / Performance	21.33%
4.	Test	50%
		99.99%

#### 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.
- Learning materials** are details or descriptions of study materials which can be presented in the form of several main points and sub-topics.
- 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%.
- TM=Face to face, PT=Structured assignments, BM=Independent study.