



Universitas Negeri Surabaya
Faculty of Economics and Business Master
of Management Study Program

Document Code

SEMESTER LEARNING PLAN

Courses	CODE	Course Family	Credit Weight	SEMESTER	Compilation Date		
Compensation Management	6110103304		T=3 P=0 ECTS=6.72	3	July 18, 2024		
AUTHORIZATION	SP Developer		Course Cluster Coordinator		Study Program Coordinator		
		Dr. Andre Dwijanto Witjaksono, S.T., M.Si.		
Learning model	Case Studies						
Program Learning Outcomes (PLO)	PLO study program that is charged to the course						
	Program Objectives (PO)						
	PLO-PO Matrix						
		<table border="1" style="margin: auto;"> <tr><td style="width: 30px; height: 20px;">P.O</td></tr> </table>				P.O	
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Short Course Description	This course aims to provide a basic framework for students to be able to understand and analyze various matters regarding compensation. After completing matters regarding compensation. After completing this lecture, students are expected to be able to understand compensation models and be able to calculate various compensation models that can be applied in business.						
References	Main :						
	1. 1) Armstrong, Michalel. (2007). <i>Employee reward Management and Practice</i> . USA Kogan Page Limited. 2) Michael Rose, (2014). <i>Reward Management (HR Fundamentals)</i> , Kogan Page						
	Supporters:						
Supporting lecturer	Prof. Dr. Dewie Tri Wijayati Wardoyo, M.Si.						
	Prof. Dr. Anang Kistyanto, S.Sos., M.Si. Dr. Andre Dwijanto Witjaksono, S.T., M.Si.						
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	Explain the meaning and scope of HR compensation management as well as the factors that influence the determination of company wages and salaries for employees.	Explaining lecture material. Understanding the meaning of compensation management. Identifying factors for determining wages and salaries		Assignment to read literature and listen to students' explanations about compensation management and discuss with the 3 X 50 group			0%
2	Explain the meaning and scope of HR compensation management as well as the factors that influence the determination of company wages and salaries for employees.	Explaining lecture material. Understanding the meaning of compensation management. Identifying factors for determining wages and salaries		Assignment to read literature and listen to students' explanations about compensation management and discuss with the 3 X 50 group			0%
3	Explain the factors that influence employee performance, and compensation strategies in improving employee performance as well as explain motivation, commitment and engagement and their relationship to the reward system.	Explaining factors that influence employee performance Analyzing compensation strategies Analyzing the relationship between compensation and motivation, commitment and engagement		Assignment to read literature, listen to learner explanations, and discuss with 3 X 50 groups			0%
4	Explain the factors that influence employee performance, and compensation strategies in improving employee performance as well as explain motivation, commitment and engagement and their relationship to the reward system.	Explaining factors that influence employee performance Analyzing compensation strategies Analyzing the relationship between compensation and motivation, commitment and engagement		Assignment to read literature, listen to learner explanations, and discuss with 3 X 50 groups			0%
5	Explain job analysis as a basis for determining compensation, and be able to carry out job analysis and explain the importance of job rankings and be able to compile job rankings based on job evaluations.	Analyzing employee jobs and job descriptions Identifying and analyzing employee positions Classifying employee positions Case study		Assignment to read literature and listen to students' explanations about inventory Practice calculating inventory costs Practice identifying and analyzing positions Job ranking practice Complete 3 X 50 case studies			0%

6	Explain job analysis as a basis for determining compensation, and be able to carry out job analysis and explain the importance of job rankings and be able to compile job rankings based on job evaluations.	Analyzing employee jobs and job descriptions Identifying and analyzing employee positions Classifying employee positions Case study		Assignment to read literature and listen to students' explanations about inventory Practice calculating inventory costs Practice identifying and analyzing positions Job ranking practice Complete 3 X 50 case studies			0%
7	Develop a salary scale with hypothetical data.	Understand the scale and methods for determining salary scales. Analyze salary scales based on hypothetical data		Assignment to read literature and discuss with the group. Practice analyzing the 3 X 50 salary scale			0%
8	UTS			3 X 50			0%
9	Understand the importance of benchmarking and be able to carry out wage and salary benchmarking in an industry.	Explain the meaning and purpose of compensation benchmarking Prepare for the implementation of benchmarking Analyze and evaluate the implementation of benchmarking Understand the use of benchmarking results		Assignment to read literature and listen to students' explanations about benchmarking. Practice analyzing and compiling a 3 X 50 benchmarking report			0%
10	Understand and be able to explain the importance of benefits and facilities as part of compensation.	Understand the meaning and function of benefits for companies and employees. Understand the types of benefits. Understand the meaning and function of facilities. Understand the types of company facilities		Assignment to read literature, listen to students' explanations and discuss with 3 X 50 groups			0%
11	Explain the types of incentives and benefits and the importance of incentives and benefits to improve employee performance.	Understand the types of incentives and benefits. Calculate the need for incentives and benefits to improve employee performance		Assignment to read literature and listen to students' explanations 3 X 50			0%
12	Explain the importance of reviewing wages and salaries and the factors that influence them.	Analyzing employee wages Understanding the objectives and factors of providing employee wages Case studies		Practice calculating and analyzing wages for employees Assignment to read literature and discuss with groups Complete 3 X 50 case studies			0%

13	Explains compensation management for employees with special characteristics.	Understand the concept of compensation for high-ranking company officials. Understand the concept of compensation for employees such as customer service and staff. Understand and explain the concept of compensation for knowledge workers and professionals. Understand the concept of international compensation.		Assignment to read literature and discuss with groups of 3 X 50			0%
14	Explains legal regulations and issues related to compensation or wages in Indonesia.	Understand compensation laws and regulations. Understand the current conditions and issues in the wage system		Assignment to read literature, discuss and exchange information regarding current compensation issues 3 X 50			0%
15	Explain the relationship between the compensation system and industrial relations.	Understand the meaning and objectives of industrial relations. Describe the compensation system and industrial relations		Assignment to read literature and listen to students' explanations Assignment to identify compensation systems and their relationship to industrial relations 3 X 50			0%
16	UAS			3 X 50			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.