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| 1. Course Identity |
| Course Name/Block | Human Resource Management |
| Faculty  | Business and Economics | **Study Program** | Management |
| Code | SEM210 | **Credits** | 3 |
| Group | Compulsory | **Enrollment** | Compulsory |
| Semester(s) in which the course is taught | 2 | **Availability** | Limited |
| Learning Method | Classroom Learning | **Media** | Blended |
| Category | Compulsory Course | **Prerequisites** | Management Science and Arts |

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| 2. Course Description |
| Human Resource Management (HRM) is a course on the role of human resource management in all business activities, concepts, and research results on human resource management, as well as systematic mechanisms in managing human resources. |

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| 3.Learning Outcome (CPL) |
| CPL Code | **CPL** | **CPMK Code** | **CPMK** |
| S1 | Being devoted to God Almighty and having a good moral character | **M1** | Being devoted to God Almighty and having a good moral character: Being independent, ethical, honest, humble, law-abiding, and disciplined, as well as respecting diversity (S1, S3, S5, and S7) |
| S3 | Internalizing values, norms, and ethics that prioritize integrity, honesty, responsibility, and trust in carrying out the profession |
| S5 | Respecting the diversity of cultures, views, religions, beliefs, and opinions or original findings of others |
| S7 | Being disciplined and law-abiding as a part of social and state life |
| PP3 | Mastering at least one international language | **M2** | Mastering the rules, principles, and techniques of cross-functional, cross-organizational level, and cross-cultural communication. (PP3 and KU6) |
| KU1 | Having the ability to understand and implement theoretical concepts, methods and tools for management functions (planning, implementation, direction, monitoring, evaluation, and control) and organizational functions (marketing, human resources, operations, and finance) in various kinds of organizations |
| KU3 | Having the ability to identify managerial problems and organizational functions at the operational level, and take appropriate measures according to the developed alternatives, by implementing local wisdom-rooted entrepreneurial principles | **M3** | Having the ability to identify problems and formulate strategic plans and transform the strategic plans into operational plans by implementing local wisdom-rooted entrepreneurial principles, through modeling and empirical studies using scientific methods based on management science in various types of organizations. (KU1, KU3, KU4 and KK5) |
| KU4 | Being able to make the right managerial decisions in various types of organizations at the operational level, according to data and information analysis on organizational functions |
| KU6 | Establishing and maintaining networking with supervisors, colleagues, peers both inside and outside the institution  | **M4** | Being able to think "out of the box" and to be visionary, open, communicative, creative, responsive to change and responsive to advances in science and technology within the scope of science, and being able to establish positive collaboration with the local, national, and international communities in the business sector (KK5) |
| KK5 | Having the ability to think visionary and to be open, communicative, creative, responsive to change and responsive to advances in science and technology within the scope of management science |

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| 4.Learning Materials and Main References |
| Learning Materials | 1. Challenges and rewards in Human Resource Management
2. Strategies and Planning in Human Resource Management
3. Equal Employment Opportunityand Human Resource Management
4. Job Analysis & Job Design
5. Explanding Talent Pool: Recruitment and Career
6. Employee Selection
7. Training & Development
8. Performance Management
9. Compensation Management
10. Rewards for Performance: Incentive
11. Employee Benefits*.* Benefit Allowance
12. Improving Workplace Safety & Health
13. Rights & Obligations of Employees
14. Dynamics of Industrial Relations
15. International HR Management
16. Application of Strategic HR Management: High-Performance Work System
 |
| Main Reference |  Snell, Scott. And Shad Morris, 2019, *Managing Human Resources*, 18th Edition, Cengange Learning Inc, Boston USA. (Main Reference) |
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| Additional References | 1. Simamora, Henry. 2001. *Manajemen Sumber Daya Manusia*, Second Edition, Publisher of STIE YKPN. (Additional Reference)
2. Quran and Hadith
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| Date: 10 February 2021 | Date: 04 February 2021 | Date: 01 February 2021 |
| Validated by Dean  | Examined by Head of Study Program | Prepared by: |
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| Prof. Jaka Sriyana, SE., M.Si., Ph.D | Anjar Priyono, SE., M.Si., Ph.D | Dra. Suhartini, M.Si |

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TRANSLATOR STATEMENT

The information appearing herein has been translated

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