| 1.Course Identity | | | |
| --- | --- | --- | --- |
| Course Name/Block | Remuneration and Performance Management | | |
| Faculty | Business and Economics | **Study Program** | Management |
| Code | SEM952 | **Credits** | 3 |
| Group | Study Program and Outside University | **Enrollment** | Elective |
| Semester(s) in which the course is taught | 6 | **Availability** | Limited to Study Program |
| Learning Method | Online Learning | **Media** | Blended |
| Category | Concentration-Specific Course (MKPP) | **Prerequisites** | Human Resource Management |

| 2. Course Description |
| --- |
|  |

| 3.Graduate Learning Outcomes (CPL) | | | |
| --- | --- | --- | --- |
| CPL Code | CPL | CPMK Code | CPMK |
| S1 | Being devoted to God Almighty and having a good moral character | M1 | Being able to understand theories, objectives, benefits, and processes in performance management and factors that affect performance. |
| S3 | Internalizing values, norms, and ethics that prioritize integrity, honesty, responsibility, and trust in carrying out the profession | M2 | Being able to understand and identify managerial problems related to performance management and being able to make appropriate managerial decisions in various types of organizations at the operational level, based on data and information analysis on organizational functions |
| S9 | Being able to independently apply the knowledge gained to support the activities in life in general and in the profession by upholding Islamic values ​​to achieve *rahmatan lil'alamin* (mercy to all creations) | M3 | Being able to understand and implement the remuneration concepts and processes within an organization by complying with Islamic values within the scope of organizational management. |
| PP2 | Mastering the rules, principles, and techniques of cross-functional, cross-organizational level, and cross-cultural communications to be able to communicate effectively across functions and across organizational levels |  |  |
| 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 |  |  |
| 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 |  |  |
| KU5 | Studying the implications of the development or implementation of science, technology, or arts according to their expertise based on rules, procedures, and scientific codes of ethics to produce solutions, ideas, design, or criticisms as well as to write a scientific description based on the study results in the form of a thesis or final project report |  |  |
| KK1 | Being able to recognize and observe various management problems through modeling and empirical studies using scientific methods based on management science in various types of organizations |  |  |
| KK3 | Being able to recognize opportunity quickly and be brave to take risks responsibly to offer optimum benefits |  |  |
| KK4 | Having the ability to think "out of the box" in implementing the value ​​of perfection in accordance with the Islamic treatises by approaching and reasoning to solve problems based on management science |  |  |
| 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 |  |  |

| 4.Learning Materials and Main References | |
| --- | --- |
| Learning Materials | 1. Concepts, objectives, and benefits of performance management 2. Performance management and organizational goals 3. Design and implementation of effective performance management 4. Performance management and business strategies 5. Aspects of performance management 6. Performance management as an outcome and behavior 7. Performance management analytics and deviation 8. Personal development plans and performance management 9. Team-based performance management 10. Evaluation of performance management 11. Performance management and rewards 12. Implementation of effective performance management 13. Key factors to achieving effective performance management 14. How to be a high-quality performance management leader |
| Main Reference | Aguinis, Herman. 2019. Performance Management for Dummies, John Wiley & Sons, Inc., Hoboken, New Jersey, USA |
| Additional Reference | Armstrong, Michael. 2009. Armstrong’s Handbook of Performance Management: An evidence-based guide to delivering high performance. 4th Ed. Kogan Page Limited. UK and USA. |

| **Date: 10 February 2021** | **Date: 04 February 2021** | **Date: 01 February 2021** |
| --- | --- | --- |
| Validated by Dean | Examined by Head of Study Program | Prepared by |
|  |  |  |
| **Jaka Sriyana, Prof., SE., M.Si., Ph.D** | **Anjar Priyono, SE., M.Si., Ph.D** | **Suhartini, Dra., M.Si** |

