

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




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.

3. Learning Outcome (CPL)			
CPL Code	CPL	CPMK Code	CPMK
S1	Being devoted to God Almighty and having a good moral character	<b>M1</b>	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	<b>M2</b>	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	<b>M3</b>	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	<b>M4</b>	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		

**4. Learning Materials and Main References**

<b>Learning Materials</b>	<ol style="list-style-type: none"> <li>1. Challenges and rewards in Human Resource Management</li> <li>2. Strategies and Planning in Human Resource Management</li> <li>3. Equal Employment Opportunity and Human Resource Management</li> <li>4. Job Analysis &amp; Job Design</li> <li>5. Expanding Talent Pool: Recruitment and Career</li> <li>6. Employee Selection</li> <li>7. Training &amp; Development</li> <li>8. Performance Management</li> <li>9. Compensation Management</li> <li>10. Rewards for Performance: Incentive</li> <li>11. Employee Benefits. Benefit Allowance</li> <li>12. Improving Workplace Safety &amp; Health</li> <li>13. Rights &amp; Obligations of Employees</li> <li>14. Dynamics of Industrial Relations</li> <li>15. International HR Management</li> <li>16. Application of Strategic HR Management: High-Performance Work System</li> </ol>
<b>Main Reference</b>	Snell, Scott. And Shad Morris, 2019, <i>Managing Human Resources</i> , 18 <sup>th</sup> Edition, Cengage Learning Inc, Boston USA. (Main Reference)
<b>Additional References</b>	<ol style="list-style-type: none"> <li>1. Simamora, Henry. 2001. <i>Manajemen Sumber Daya Manusia</i>, Second Edition, Publisher of STIE YKPN. (Additional Reference)</li> <li>2. Quran and Hadith</li> </ol>

<b>Date: 10 February 2021</b>	<b>Date: 04 February 2021</b>	<b>Date: 01 February 2021</b>
Validated by Dean	Examined by Head of Study Program	Prepared by:
		
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TRANSLATOR STATEMENT  
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