

**1. Course Identity**

<b>Course Name</b>	<i>Human Capital Management</i>		
<b>Faculty</b>	Business and Economics	<b>Study program</b>	Management
<b>Code</b>	SEM950	<b>Credits weight</b>	3
<b>Group</b>	Study program	<b>Type of Course</b>	Elective
<b>Semester</b>	6	<b>Availability</b>	Limited to Study Programs
<b>Learning Method</b>	Classroom Session	<b>Media</b>	Blended
<b>Course Cluster</b>	Specialization Elective Courses (MKPP)	<b>Prerequisite</b>	HR Management

**2. Course Description**

Human Capital Management (HCM) is expected to provide an in-depth understanding of the paradigm development process from the concept of personnel management, human as a resource in the company, strategic human resource development, and human deemed as investment/capital in the company, instead of cost. HCM considers that the employees are the main investors of human resources. The company serves as a facilitator and development platform for people/employees to invest in themselves and take advantage of their HR investments. The company will also benefit from employee investment while they are working for the company. In other words, retention and talent management are highly crucial in the HCM concept. This course also invites students to understand the roles of HCM in companies in terms of strategy development, measurement, implementation, reporting, and utilization of HR information technology.

**3. Learning Outcomes**




<b>CPL Codes</b>	<b>Formulation of Graduate Learning Outcomes (CPL)</b>	<b>CPMK Codes</b>	<b>Formulation of Course Learning Outcomes (CPMK)</b>
<b>S1</b>	To be devoted to God the Almighty and develop a virtuous noble character	<b>CPMK01</b>	To describe the concept, essence, and scope of human capital management in the management of organizational human resources. (S1, S3, KU3)
<b>S3</b>	To internalize values, norms and ethics that prioritize integrity, honesty, responsibility and trust in carrying out profession	<b>CPMK02</b>	To explain in detail the mechanism of human capital management practices starting from processing, measuring, and reporting data. (S5, PP2, KU3)
<b>S5</b>	To appreciate the diverse cultures, views, religions, and beliefs and opinion or findings of others	<b>CPMK03</b>	To identify the strategic role of human capital management, its contribution, and the pattern of integration with other management functions. (PP3, KU4, KK1)
<b>PP2</b>	To master the rules, principles and techniques of communication across functional, organizational and cultural levels for effective communication across functional and organizational levels	<b>CPMK04</b>	To analyze the challenges and contribution of human capital management in the future. (KK3, KK5, KU4)
<b>PP3</b>	To profess at least one of the international languages		

<b>KU3</b>	To identify managerial issues and organizational functions at the operational level, as well as take appropriate action based on developed alternatives, by applying entrepreneurial principles rooted in local wisdom		
<b>KU4</b>	To make the right managerial decisions in various types of organizations at the operational level, based on data and information analysis on organizational functions		
<b>KK1</b>	To recognize and observe management problems through empirical studies and modeling using scientific methods based on management science, in various types of organizations		
<b>KK3</b>	To see opportunities quickly and dare to take risks responsibly to provide optimal benefits		
<b>KK5</b>	To think like a visionary, and to be open, communicative, creative, responsive to change and adaptive to the scientific and technological advancement in the scope of management science		

#### 4. Learning Materials and Main References

<b>Learning Materials</b>	<p>PART I The essence and scope of HCM</p> <ol style="list-style-type: none"> <li>1. Intangible capabilities through HR</li> <li>2. Concept of Human Capital Management</li> <li>3. Paradigm and scope of personnel management, HR management, strategic HRM, and Human Capital Management</li> <li>4. Implementation within the scope of personnel management, HR management, strategic HRM, and Human Capital Management</li> </ol> <p>PART II HCM Practice</p> <ol style="list-style-type: none"> <li>5. Human Capital Data</li> <li>6. Human Capital Measurement</li> <li>7. Human Capital Reporting</li> <li>8. Human Capital Application</li> </ol> <p>PART III The strategic role of HCM and its contribution</p> <ol style="list-style-type: none"> <li>9. The Role of Human Resources in Human Capital Management</li> <li>10. Retention management and HCM</li> <li>11. Specialist HR skills needed by Human Capital Management</li> <li>12. The role of technology in Human Capital Management</li> </ol>
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	PART IV Future HCM issues and challenges 13. International Human Capital Management in global competition 14. Human Capital Management in the future 15. Agile Human Capital in building a resilient organization
<b>Main References</b>	1. Baron. and M. Armstrong, 2007, <i>Human Capital Management: Achieving Added Value Through People</i> , Kogan Page: London & Philadelphia. 2. Mayo, A. 2001. <i>The Human Value of The Enterprise: Valuing people as assets: monitoring, measuring, managing</i> . Nicholas Brealey: London. 3. Ingham, J. 2007. <i>Strategic Human Capital Management: Creating value through people</i> . Elsevier Butterworth-Heinemann: UK. 4. Turner, P. and Kalman, D. 2014. <i>Make Your People Before You Make Your Products: Using talent management to achieve competitive advantage in global organizations</i> . Wiley: UK.

Date: February 10, 2021	Date: February 04, 2021	Date: February 01, 2021
Approved by the Dean	Examined by the Head of the Study Program	Prepared by :
		
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