

1. Course Identity

Course Identity	Strategic HR Management		
Faculty	Business and Economics	Study Program	Management
Code	31105661	Credit Weight	3
Group	Study program	Type of Course	Compulsory
Semester	5	Availability	Limited to Study Program
Learning Method	Classroom Session	Media	Blended
Course Cluster	Featured Course (MKPC)	Prerequisite	Strategic Management, HR Management

2. Course Description

Strategic Human Resource Management (HRM) discusses the way the implementation of HRM is linked to organizational strategies to improve performance and develop a corporate culture that supports the innovative and flexible application to allow a more efficient, effective, and competitive organizations. Strategic HRM is an important course to learn about the way to anticipate the changing business demands and the ever-evolving environment, as a way to help HR management adapt to these conditions efficiently, effectively and competitively.

2. Learning Outcomes

CPL Codes	Formulation of Graduate Learning Outcomes (CPL)	CPMK Codes	Formulation of Course Learning Outcomes (CPMK)
S1	To be devoted to God the Almighty and develop a virtuous noble character	CPMKO1	To fear God the Almighty and develop a virtuous noble character: to be ethical, honest, respect diversity, and do scientific deeds based on practical knowledge (S1, S3, S7, and S9)
S3	To internalize values, norms and ethics that prioritize integrity, honesty, responsibility and trust in carrying out profession		
S7	To abide by the law and discipline in the life of the society and the state		
S9	To independently apply the knowledge possessed to support the practice of everyday life in general and professional aspect (to have applicable knowledge, and to apply the knowledge), by implementing Islamic values the blessing for the whole universe		
PP2	To master the rules, principles and techniques of communication across functional, organizational and cultural levels for effective communication across functional and organizational levels	CPMKO2	To master the rules, principles and techniques of cross-functional communication, organizational level, to understand and implement theoretical concepts, methods and tools of management function analysis, and to make appropriate managerial decisions in various types of organizations at the operational level (PP2, KU1, KU4)
KU1	To understand and implement theoretical concepts, methods and analytical tools of management functions (planning, implementation, directing, monitoring, evaluation, and control) and organizational functions (marketing, HR, Operations, and Finance) in different types of organizations		
KU4	To make the right managerial decisions in various types of organizations at the operational level, based on data and information analysis on organizational functions		
KK1	To recognize and observe management problems through empirical studies and modeling using scientific methods based on management science, in various types of organizations	CPMKO3	To recognize and observe management problems through empirical studies and modeling using scientific methods based on management science and to build positive collaborations with local, national, and international communities in the business field (KK1, KK2)
KK2	To build positive collaborations with local, national, and international communities in the field of business		

KK3	To see opportunities quickly and dare to take risks responsibly to provide optimal benefits	CPMKO4	To see opportunities quickly and dare to take risks, to think "out of the box" in implementing the values of perfection, and visionary thinking, and to be open, communicative, creative, responsive to change, and responsive to scientific and technological advances (KK3, KK4, KK5)
KK4	To think "out of the box" by implementing the values of perfection in accordance with the Islamic treatise by approaching and reasoning to solve problems based on management science		
KK5	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

Learning Materials	<ol style="list-style-type: none"> 1. Investment Perspective of Human Resource Management 2. Social Responsibility and Human Resource Management 3. Strategic Management 4. Development of the Strategic Role of Human Resource Management 5. Strategic Human Resource Management Planning 6. Job System Design and Redesign 7. Employment Law 8. Recruitment and Selection of Strategic Human Resources 9. Strategic Human Resources Training and Development 10. Strategic Performance Management 11. Strategic Compensation Management 12. Strategic Industrial Relations 13. Streamlining and Retention Management 14. Global Human Resource Management
Main References	Mello, Jeffrey A. 2014. <i>Strategic Human Resource Management, Fourth Edition</i> . Cengage Learning (1)
Supplementary References	<ul style="list-style-type: none"> ■ Millmore, Lewis, Saunders, Thornhill, & Morrow. 2007. <i>Strategic Human Resource Management: Contemporary Issues</i>, First Edition. Prentice Hall – Financial Times. (2) ■ Tim Penulis . 2021. <i>Kasus-kasus Manajemen Perusahaan Indonesia</i>, Gadjah Mada University Press dan Program MM FEB UGM (3)

Date:	Date:	Date:
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TRANSLATOR STATEMENT

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