



## PORTOFOLIO MATA KULIAH

	<b>INSTITUT TEKNOLOGI SEPULUH NOPEMBER (ITS)</b> <b>FAKULTAS TEKNOLOGI INDUSTRI DAN REKAYASA SISTEM</b> <b>DEPARTEMEN TEKNIK SISTEM DAN INDUSTRI</b>				
Mata Kuliah (MK)	Kode	RMK	Bobot (sks)	Semester	Waktu Review
Manajemen Organisasi Sumber Daya Manusia (MOSDM)	TI	PSMI	3	5	September 2020
Otorisasi / Pengesahan	Dosen MK / Koordinator MK		Ketua RMK	Kadep / Kaprodi	
	Sri Gunani Partiw		Lantip Trisunarno	Nurhadi Siswanto	
Team Teaching	Patdono Suwignjo, Naning Aranti Wessiani, Lantip Trisunarno				

**Capaian Pembelajaran Lulusan (CPL) sesuai dengan IABEE / Program Learning Outcomes (PLO) based on IABEE criteria**

Kode / code	Deskripsi CPL / PLO description
(a)	Kemampuan menerapkan pengetahuan matematika, ilmu pengetahuan alam dan/atau material, teknologi informasi dan keteknikan untuk mendapatkan pemahaman menyeluruh tentang prinsip-prinsip keteknikan.
(b)	Kemampuan mendesain komponen, system dan/atau proses untuk memenuhi kebutuhan yang diharapkan didalam batasan-batasan realistis, misalnya hukum, ekonomi, lingkungan, sosial, politik, kesehatan dan keselamatan, keberlanjutan serta untuk mengenali dan/atau memanfaatkan potensi sumber daya lokal dan nasional dengan wawasan global.
(c)	Kemampuan mendesain dan melaksanakan eksperimen laboratorium dan/atau lapangan serta menganalisis dan mengartikan data untuk memperkuat penilaian teknik.
(d)	Kemampuan mengidentifikasi, merumuskan, menganalisis dan menyelesaikan permasalahan teknik.
(e)	Kemampuan menerapkan metode, keterampilan dan piranti teknik yang modern yang diperlukan untuk praktek keteknikan
(f)	Kemampuan berkomunikasi secara efektif baik lisan maupun tulisan
(g)	Kemampuan merencanakan, menyelesaikan dan mengevaluasi tugas didalam batasan-batasan yang ada.
(h)	Kemampuan bekerja dalam tim lintas disiplin dan lintas budaya.
(i)	Kemampuan untuk bertanggung jawab kepada masyarakat dan mematuhi etika profesi dalam menyelesaikan permasalahan teknik.
(j)	Kemampuan memahami kebutuhan akan pembelajaran sepanjang hayat, termasuk akses terhadap pengetahuan terkait isu-isu kinian yang relevan.

## RENCANA PEMBELAJARAN SEMESTER

	<b>INSTITUT TEKNOLOGI SEPULUH NOPEMBER (ITS)</b> <b>FAKULTAS TEKNOLOGI INDUSTRI DAN REKAYASA SISTEM</b> <b>DEPARTEMEN TEKNIK SISTEM DAN INDUSTRI</b>				
Mata Kuliah (MK)	Kode	RMK	Bobot (sks)	Semester	Waktu Review
Manajemen Organisasi dan Sumber Daya Manusia <i>Organization and Human Resource Management (OHRM)</i>	TI	PSMI	3	3	September 2020

### Deskripsi Mata Kuliah (*Course Description*)

Mata kuliah Manajemen Organisasi dan Sumber Daya Manusia (OHRM) difokuskan pada penyampaian pengetahuan kepada mahasiswa tentang bagaimana merancang sebuah organisasi dan mengelola sumber daya manusia yang selaras dengan visi, misi, dan strategi organisasi. Keselarasan ini merupakan salah satu modal dasar yang harus dimiliki organisasi untuk menciptakan keunggulan bersaing dan mempertahankan keberlangsungannya dalam era persaingan global. Mahasiswa akan mempelajari konsep dasar manajemen strategis di awal mata kuliah ini dan akan dilanjutkan dengan pembelajaran model struktur organisasi dan manajemen sumber daya manusia. Pemahaman konkrit tentang keselarasan ketiga komponen (strategi, desain organisasi, dan manajemen sumber daya manusia) akan menjadi salah satu aspek penting bagi mahasiswa dalam memiliki kompetensi system thinking.

*Organization and Human Resource Management (OHRM) course is focused on delivering knowledge to students on how to design an organization and managing the human resource that align with organization vision, mission, and strategy. This alignment is one of basic capital that organization should have for creating competitive advantage and maintaining their sustainability in global competition era. Students will learn about basic concept of strategic management in the beginning of this course and will be continued by learning of organization structure models and human resource management. The concrete understanding about the alignment of these three components (strategy, organization design, and human resource management) will become one of important aspect for students on having system thinking competence.*

### Capaian Pembelajaran Mata Kuliah (CPMK) / *Course Learning Outcomes (CLO)*

Dengan berakhirnya kuliah, diharapkan mahasiswa

Kode	Uraian CPMK
<b>CPMK 1</b>	Mahasiswa mampu menjelaskan hubungan antara strategi, desain organisasi dan manajemen sumber daya manusia serta memahami konsep visi, misi, dan strategi
<b>CPMK 2</b>	Mahasiswa memahami jenis strategi organisasi dan dapat memilih strategi generik yang sesuai dengan kondisi internal dan eksternal organisasi
<b>CPMK 3</b>	Mahasiswa memahami aspek kebutuhan desain organisasi berdasarkan struktur organisasi dan mampu merancang organisasi yang selaras dengan strategi organisasi
<b>CPMK 4</b>	Mahasiswa memahami konsep manajemen sumber daya manusia strategis dan mampu merancang strategi manajemen sumber daya manusia yang komprehensif dan selaras dengan kebutuhan organisasi yang meliputi desain pekerjaan berbasis

Kode	Uraian CPMK
	kompetensi, perencanaan dan pengembangan sumber daya manusia, penilaian kinerja, dan desain strategi penghargaan

*By the end of this course, students will be able to*

Code	Description of CLO
<b>CLO 1</b>	Students are able to explain the relationship between strategy, organizational design and human resource management and understand the concept of vision, mission, and strategy
<b>CLO 2</b>	Students understand the types of organizational strategies and can choose generic strategies according to the internal and external conditions of the organization
<b>CLO 3</b>	Students understand the aspects of organizational design needs based on organizational structure and are able to design organizations that are in line with organizational strategy
<b>CLO 4</b>	Students understand the concept of strategic human resource management and are able to design human resource management strategies that are comprehensive and aligned with organizational needs which include competency-based job design, human resource planning and development, performance appraisal, and award strategy design.

#### **CPL yang dibebankan kepada Mata Kuliah (Matriks CPL-CPMK / PLO-CLO Matrix)**

CPMK	CPL Program Studi berbasis IABEE / CLO based on IABEE									
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
CPMK 1		***								**
CPMK 2		***								**
CPMK 3		***	*							**
CPMK 4		***	*							**

#### **Mata Kuliah Prasyarat / Prerequisites**

- Pengantar Teknik Sistem dan Industri/*Introduction to Industrial and System Engineering*

#### **Referensi / References**

##### **a. Referensi utama / Main reference**

1. Jones, Gareth R., *Organizational Theory, Design, and Change*, 7th Edition, Global Edition, Pearson, 2012
2. Dessler, Gary, *Human Resource Management*, 13th Edition, Pearson, Prentice Hall, 2013

##### **b. Referensi Pendukung / Additional references**

1. David, Fred R. and Forest R. David, *Strategic Management: Concepts and Cases*, 16th Edition, Pearson, Prentice Hall, 2017.
2. Daft, Richard L., *Organization Theory and Design*, 10th Edition, South-Western, Cengage Learning, 2010.
3. Dessler, Gary, *Human Resource Management*, 13th Edition, Pearson, Prentice Hall, 2013.

### Jadwal Perkuliahan /Learning Schedule

Mg	CPMK	Topik	Sub Topik (pustaka)	Capaian pembelajaran (sub CPMK)	Metode Pembelajaran	Sarana Pembelajaran	Bentuk Assessment
1	CPMK 1	The Relationship Of OHRM With Other Courses Of Industrial Engineering	<ol style="list-style-type: none"> <li>1. The Concept of Matching Model</li> <li>2. Introduction of Organization Dev</li> <li>3. Introduction of Human Resource Management</li> </ol>	Students are able to explain the relationship between strategy, organizational design and human resource management.	<p>Lecturing</p> <p>Discovery Learning</p>	Text Book References	Written Assessment
2	CPMK 1	Alignment Of OHRM Strategy To Business Strategy	<ol style="list-style-type: none"> <li>1. Definition of strategic management</li> <li>2. Strategy Formulation (Planning)</li> <li>3. Strategic Management Model</li> </ol>	Students are able to explain the relationship between strategy, organizational design and human resource management.	<p>Lecturing</p> <p>Discovery Learning</p>	Text Book References	Written Assessment
3	CPMK 2	Types of organizational strategy	<ol style="list-style-type: none"> <li>1. Types of Strategies</li> <li>2. Michael Porter's Five Generic Strategies</li> </ol>	Students understand the type of organization strategy.	<p>Student Centered Learning</p> <p>Grup Discussion</p>	<p>Text Book References</p> <p>Case study</p>	Quiz Written Assessment

Mg	CPMK	Topik	Sub Topik (pustaka)	Capaian pembelajaran (sub CPMK)	Metode Pembelajaran	Sarana Pembelajaran	Bentuk Asesment
			3. Tracy & Wierse ma's Generic Strategi es				
4	CPMK 2	External and internal assessment	<ol style="list-style-type: none"> <li>1. Internal Assessment</li> <li>2. Michael Porter's Five Generic Strategi es</li> <li>3. Tracy &amp; Wierse ma's Generic Strategi es</li> </ol>	Students are able to choose an appropriate generic strategy that align with organization's internal and external conditions.	<p>Student Centered Learning</p> <p>Grup Discussion</p>	<p>Text Book References</p> <p>Case Study</p>	Exercise Written Assessment
5	CPMK 3	Organization design	<ol style="list-style-type: none"> <li>1. Definition of Organization</li> <li>2. Dimensions of Organization Design</li> <li>3. Organizational Configuration</li> <li>4. Organization Design Approach</li> </ol>	Students understand the requirement aspects of organization design.	<p>Student Centered Learning</p> <p>Grup Discussion</p>	Text Book References	Individual assignment Written Assessment
6	CPMK 3	Models of organization structure	<ol style="list-style-type: none"> <li>1. Organization Design</li> <li>2. Organization</li> </ol>	Students understand the alternative models of	<p>Lecturing</p> <p>Discovery Learning</p>	Text Book References	Written Assessment

Mg	CPMK	Topik	Sub Topik (pustaka)	Capaian pembelajaran (sub CPMK)	Metode Pembelajaran	Sarana Pembelajaran	Bentuk Asesment
			Structure	organization structure.			
7	CPMK 3	The alignment of organization design with organization strategy (Case #1)	Case Based : Related with the organization design and development	Students are able to design organization structure that align with the organization 's strategy	Student Centered Learning Grup Discussion	Case based <a href="http://4.bp.blogspot.com/-pfJK7Bc3fh0/UvmjJq-3bi/AAAAA AAAAZY/cqLLAEb-23I/s1600/s truktur-kemdikbud-v2.png">http://4.bp.blogspot.com/-pfJK7Bc3fh0/UvmjJq-3bi/AAAAA AAAAZY/cqLLAEb-23I/s1600/s truktur-kemdikbud-v2.png</a>	Presentation Analytical skills
8	CPMK 1 sd 3	Mid Exam					Written Assessment
9	CPMK 4	Strategic Human Resource Management	1. The succes system model of HRM 2. HR Strategy	Students understand the concepts of strategic human resource management	Lecturing Discovery Learning	Text Book References	Written Assessment
10	CPMK 4	Competence based job design	1. Job Design 2. Job competences identification	Students understand the concepts of strategic human resource management	Student Centered Learning Grup Discussion	Text Book References	Quiz Written Assessment
11	CPMK 4	Human resource planning	1. Job Anylisis 2. Man Power Plannig	Students understand the concepts of strategic human	Lecturing Discovery Learning	Text Book References	Exercise Written Assessment

Mg	CPMK	Topik	Sub Topik (pustaka)	Capaian pembelajaran (sub CPMK)	Metode Pembelajaran	Sarana Pembelajaran	Bentuk Asesment
				resource mngmnt			
<b>12</b>	CPMK 4	Human resource development	<ol style="list-style-type: none"> <li>1. Training and development</li> <li>2. Training need analysis and evaluation</li> </ol>	Students understand the concepts of strategic human resource mngmnt	<p>Lecturing</p> <p>Discovery Learning</p>	Text Book References	Written Assessment
<b>13</b>	CPMK 4	Performance appraisal	<ol style="list-style-type: none"> <li>1. Critical elements</li> <li>2. Target setting and Key Performance Indicator</li> <li>3. Performance appraisal</li> </ol>	Students are able to design human resource management strategies that are derived from the organization's strategy.	<p>Student Centered Learning</p> <p>Grup Discussion</p>	Case Based Text Book References	<p>Exercise Quiz</p> <p>Written Assessment</p>
<b>14</b>	CPMK 4	Reward strategy	<ol style="list-style-type: none"> <li>1. Pay based performance</li> <li>2. Type of Rewards (financial and non financial)</li> <li>3. Remuneration System</li> </ol>	Students are able to conduct competence based job design, human resource planning and development, performance appraisal, and reward	<p>Lecturing</p> <p>Discovery Learning</p>	Text Book References	Written Assessment

Mg	CPMK	Topik	Sub Topik (pustaka)	Capaian pembelajaran (sub CPMK)	Metode Pembelajaran	Sarana Pembelajaran	Bentuk Assessment
				strategy design.			
15	CPMK 1	The alignment of human resource management with organization strategy and design with organization strategy (Case #2)	Case Based : Related with the Human Resource Management	Students are able to conduct competence based job design, human resource planning and development, performance appraisal, and reward strategy design.	Student Centered Learning Grup Discussion	Case Based	Preseation Assignment
16	CPMK 4	Final Exam					Presentation and discussion

### Bentuk assessment dan keterkaitannya dengan CPMK (*Assessment Method and CLO*)

No.	CPMK	Bobot CPMK	Bentuk Assessment	Bobot setiap assessment
1	CPMK 1	35%	Mid Term Exam	5%
			Project	30%
2	CPMK 2	10%	Mid Term Exam	10%
3	CPMK 3	25%	Class Assignment	5%
			Mid Term Exam	20%
4	CPMK 4	30%	Final Exam	30%