

## SEMESTER LEARNING PLAN (RENCANA PEMBELAJARAN SEMESTER)

<b>Course Name</b>	<b>: Human Resource Management</b>
<b>Course Code</b>	<b>: N600-2BALB</b>
<b>Credit</b>	<b>: 3 SKS/ 4 ECTS</b>
<b>Semester</b>	<b>: 2</b>
<b>Course Status</b>	<b>: Mandatory</b>
<b>Prerequisite/s</b>	<b>: -</b>
<b>Faculty</b>	<b>: Business &amp; Communications</b>
<b>Study Program</b>	<b>: Business &amp; Management</b>
<b>Concentration</b>	<b>: HTM &amp; ICB</b>
<b>Degree</b>	<b>: Bachelor</b>
<b>Instructor(s)</b>	<b>: Person &amp; Person</b>
<b>Delivery Mode</b>	<b>: On-Site</b>
<b>Learning Method</b>	<b>: Blended Learning</b>
<b>Total Activity Time<sup>1</sup></b>	<b>: 135 hours</b>
<b>Scheduled Session<sup>2</sup></b>	<b>: 35 hours</b>
<b>Independent Study</b>	<b>: 98 hours</b>

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<sup>1</sup> 1 credit equals to 45 hours of learning activities (including guided, structured assignment, & independent study) per semester

<sup>2</sup> total sessions x total SKS x 50 minutes

<p><b>Course Description</b></p>	<p>This course provides a comprehensive introduction to the principles and practices of Human Resource Management (HRM) in modern organizations. It explores the strategic role of HRM in supporting organizational goals and enhancing workforce performance. Students will examine key HR functions including job analysis and design, recruitment and selection, training and development, performance management, compensation and benefits, labor relations, and legal aspects of employment. Through case studies, real-world examples, and interactive activities, students will learn how HRM contributes to organizational success and how to apply HR practices ethically and effectively in diverse workplace settings. The course also addresses current trends such as diversity and inclusion, employee engagement, HR analytics, and the impact of technology on human resource practices</p>
<p><b>Learning Outcomes</b></p>	<p><b>*Graduate Learning Outcomes (CPL) assigned to this course</b></p> <p><b>CPL 1: Strategic HR Integration:</b> Apply advanced human resource strategies that align with organizational goals to enhance performance, innovation, and long-term success.</p> <p><b>CPL 2: Evidence-Based Decision Making:</b> Utilize HR metrics, data analytics, and research to support strategic decision-making and solve complex workforce challenges.</p> <p><b>CPL 3: Ethical and Inclusive Leadership:</b> Demonstrate leadership in developing ethical, legally compliant, and inclusive HR policies that foster equity, diversity, and a positive organizational culture.</p> <hr/> <p><b>*Course Learning Outcomes (CPMK)</b></p> <p><b>CPMK 1: Analyze Core HR Functions:</b> Critically evaluate the major functions of human resource management—including recruitment, training, performance management, and compensation—and their impact on organizational effectiveness.</p> <p><b>CPMK 2: Develop Strategic HR Plans:</b> Design human resource strategies that align with business objectives, support organizational change, and drive employee performance.</p> <p><b>CPMK 3: Apply Legal and Ethical Frameworks:</b></p>



	<p>Assess HR practices in relation to employment laws, ethical standards, and labor relations to ensure compliance and social responsibility.</p> <p><b>CPMK 4: Use HR Analytics for Decision-Making:</b> Interpret and apply HR data and metrics to inform decisions, improve workforce planning, and measure the effectiveness of HR initiatives.</p>
<b>References</b>	<p><b>Primary Reference:</b> Human Resource Management <b>author:</b> Gary Dessler <b>Edition:</b> 16th (latest available as of now) <b>Publisher:</b> Pearson</p>
	<p><b>Additional Reference:</b> Armstrong's Handbook of Human Resource Management Practice <b>Author:</b> Michael Armstrong <b>Edition:</b> 15th <b>Publisher:</b> Kogan Page <b>ISBN:</b> 9781398605462</p>

Session	Topic/ Subtopics	Learning Outcomes	Assessment Criteria		Student Learning Experiences/Activities	Learning Methods and Modalities	Allocation Time		Learning Materials
			Indicator	Weight (%)			Scheduled (@50 Min)	Independent Study	
1	<b>Introduction to HRM</b>	CPMK 1	In-Video-Quiz(Formative)	4%	<ul style="list-style-type: none"> <li>Ice-breaking session: Role-play as HR managers; discussion on real-life HR impact</li> <li>Definition, scope, objectives, importance, HRM functions and role</li> </ul>	Flipped Learning TCL Flipped Classroom Synchronous	3	7	<b>HRM Material:</b> PDF/GSlides HRM Video HRM 1.mp4 <b>HRM Quiz Assignment:</b> Reflection on "The Role of HR in Successful Organizations"
2	<b>Strategic HRM and Workforce Planning</b>	CPMK 1			<ul style="list-style-type: none"> <li>Aligning HR with organizational strategy; workforce planning</li> <li>Case study analysis: Strategic HR decisions; discussion on workforce trends</li> </ul>		3	7	<b>HRM Material:</b> PDF/GSlides Video 1.mp4 <b>Assignments:</b> Analyse an organization's HR strategy
3	<b>Recruitment and selection</b>	CPMK 1			<ul style="list-style-type: none"> <li>Job analysis, recruitment strategies, selection techniques</li> <li>Mock interview session: debate: internal promotions vs external hiring</li> </ul>		3	7	<b>HRM Material:</b> PDF/GSlides Video 1.mp4 <b>Assignment:</b> Create a recruitment plan for a sample position
4	<b>Training and Development</b>	CPMK 2			<ul style="list-style-type: none"> <li>Importance, methods of training, career development, succession planning</li> <li>Design a training program for a new employee; case study on evaluating training effectiveness</li> </ul>		3	7	<b>HRM Material:</b> PDF/GSlides Video 1.mp4 <b>Assignment:</b> Research innovative corporate training practices



5	<b>Performance Management</b>	CPMK 2			<ul style="list-style-type: none"> <li>Performance appraisal methods, SMART goals, providing feedback</li> <li>Role-play: Performance review session; discussion on effective performance metrics</li> </ul>		3	7	<p><b>HRM Material:</b> PDF/GSlides Video 1.mp4</p> <p><b>Assignment:</b> Develop a performance management plan</p>
6	<b>Compensation and Benefits</b>	CPMK 2			<ul style="list-style-type: none"> <li>Salary structures, pay scales, types of benefits, equity and fairness</li> <li>Analyze compensation packages of different organizations; discussion on pay vs. satisfaction</li> </ul>		3	7	<p><b>HRM Material:</b> PDF/GSlides Video 1.mp4</p> <p><b>Assignment:</b> Propose a fair compensation package for a given role</p>
7	<b>Employee Relations and Engagement</b>	CPMK 3			<ul style="list-style-type: none"> <li>Building positive workplace relationships, engagement strategies, managing conflict</li> <li>Role-play: Conflict resolution scenario; brainstorming on employee engagement strategies</li> </ul>		3	7	<p><b>HRM Material:</b> PDF/GSlides Video 1.mp4</p> <p><b>Assignment:</b> Report on engagement strategies in a specific company</p>
8	<b>Diversity and Inclusion in HRM</b>	CPMK 3			<ul style="list-style-type: none"> <li>Importance, creating an inclusive work environment, challenges in D&amp;I</li> <li>Discussion: Diversity challenges in global companies; analyse a company's diversity policy</li> </ul>		3	7	<p><b>HRM Material:</b> PDF/GSlides Video 1.mp4</p> <p><b>Assignment:</b> Suggest improvements to a company's diversity initiatives</p>
9	<b>Legal Aspects of HRM</b>	CPMK 3			<ul style="list-style-type: none"> <li>Employment laws, workplace safety, handling employee grievances</li> <li>Case study: Legal issues in HRM; discussion on labor law impacts</li> </ul>		3	7	<p><b>HRM Material:</b> PDF/GSlides Video 1.mp4</p> <p><b>Assignment:</b> Research labor laws and their impact on HR practices</p>
10	<b>Technology in HRM</b>	CPMK 4			<ul style="list-style-type: none"> <li>HR technology (HRIS, ATS, LMS), digital transformation, HR analytics</li> <li>Workshop: Introduction to</li> </ul>		3	7	<p><b>HRM Material:</b> PDF/GSlides Video 1.mp4</p>





					HRIS software; analyse				<b>Assignment:</b> Report on the impact of technology on HR
11	<b>Organizational Culture &amp; Change Mgmt</b>	CPMK 4			<ul style="list-style-type: none"> <li>Building organizational culture, HR's role in managing change, overcoming resistance</li> <li>Group activity: Propose a change initiative; discussion on HR's role in mergers</li> </ul>		3	7	<b>HRM Material:</b> PDF/GSlides Video 1.mp4  <b>Assignment:</b> Analyse the cultural impact of organizational change
12	<b>Global HRM</b>	CPMK 4			<ul style="list-style-type: none"> <li>Managing a global workforce, cross-cultural practices, expatriation, repatriation</li> <li>Case study: HR challenges in multinationals; brainstorming solutions to global HR issues</li> </ul>		3	7	<b>HRM Material:</b> PDF/GSlides Video 1.mp4  <b>Assignment:</b> Design an onboarding program for expatriates
13	<b>Ethics and CSR in HRM</b>				<ul style="list-style-type: none"> <li>Ethical issues, CSR integration in HR, ethical leadership</li> <li>Debate: Balancing business goals and ethical practices; analyze HR policies for ethical implications</li> </ul>		3	7	<b>HRM Material:</b> PDF/GSlides Video 1.mp4  <b>Assignment:</b> Propose ethical solutions to HR dilemmas
14	<b>Future Trends in HRM &amp; Final Review</b>				<ul style="list-style-type: none"> <li>Future of work (AI, gig economy, hybrid workplaces), HR's evolving role</li> <li>Group presentation: Future trends in HRM; final course review and Q&amp;A</li> </ul>		3	7	<b>HRM Material:</b> PDF/GSlides Video 1.mp4  <b>Assignment:</b> Submit a final project: HR strategy proposal for a startup
Final Exam					<ul style="list-style-type: none"> <li></li> </ul>				



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Notes:

**[Please Add Notes]**

Prepared by: Munawaroh	Reviewed by: Robert La Are	Approved by: Dr. Nela KH
 A large, stylized black ink signature of Munawaroh, consisting of a large loop followed by several smaller loops and a long tail.		 A blue ink signature of Dr. Nela KH, written in a cursive style with a large initial 'N'.
Head of Editorial Team	Head of Dept of HTM	Dean of.....