

Course: Human Resource Management

1. **Type** : Specialization's Elective
2. **Code** : PTE 6309
3. **Credit** : 2/0
4. **Semester** : Even
5. **Description** :

This course discusses about the human resource management in organization, viewed from various aspects: planning, job analysis and design, recruitment, selection and placement, training and development, stress and work safety, job environment and leadership.

6. Course Outcomes (CO)

- CO 1 : Able to discern the definition, function, and purposes of human resource management, its's urgency in an organization and various paradigms.
- CO 2 : Able to plan the need of human resources according to the job design.
- CO 3 : Able to analyse the urgency and stages in recruitment, selection, and placement.
- CO 4 : Able to analyse and formulate training and development plans.
- CO 5 : Able to comprehend and analyse human resource performance.
- CO 6 : Able to know the best compensation for workers.
- CO 7 : Able to analyse the source and improve motivation of workers.
- CO 8 : Able to analyse stress source and programs for improving work safety.
- CO 9 : Able to discern various technology and job environment.
- CO 10 : Able to comprehend various type of leadership in organization.

7. The Alignment Between CO and ELO

CO*	ELO**																
	A				B			C				D					
	1	2	3	4	1	2	3	1	2	3	4	1	2	3	4	5	6
CO 1	✓		✓			✓						✓	✓				
CO 2	✓		✓			✓						✓	✓				
CO 3	✓		✓			✓						✓	✓				
CO 4	✓		✓			✓				✓		✓	✓				
CO 5	✓		✓			✓						✓	✓				
CO 6	✓		✓			✓						✓	✓				
CO 7	✓		✓			✓						✓	✓				
CO 8	✓		✓			✓						✓	✓				
CO 9	✓		✓			✓						✓	✓				
CO 10	✓		✓			✓						✓	✓				

*CO refers to point 6.

**Expected Learning Outcomes (ELO) are written below,

A. Attitudes and Behaviors

The graduates are able to behave well, correctly, and culturally as the result of internalization and actualization of values and norms, which is reflected in a spiritual and social life through learning process, experience, research, and/or community development in the animal husbandry.

1	Piety to God and be able to show religious attitude and maintain the humanity values in carrying the task, which is based on religion, moral, and ethics.
2	Be proud and love the homeland show nationalism, and contribute to the improvement of the life quality in the community, nation and country, and the advancement of civilization according to Pancasila.
3	Showing the social sensitivity and attention to the community and environment by respecting the culture diversity, view, religious, beliefs, and other people's opinion, and also obey the rules.
4	Be accountable in carrying the professional practice that includes ability to accept accountability towards decision and professional action. It shall be according to the scope of the practice under their responsibility and laws.
B. Mastery in Sciences	
Master the theory of the current science in the animal husbandry and its application.	
1	Able to master the current animal science and its application theory.
2	Able to master the livestock production science, animal nutrition and feed science, animal products technology, and the livestock social economics in relation to food security and environment.
3	Able to master the design, management, and development of livestock research.
C. Special Skills	
The graduates are able to develop science, technology, and arts in the animal husbandry through interdisciplinary/multidisciplinary innovative and tested research.	
1	Able to make innovation in the animal husbandry based on the development of science and technology.
2	Able to design interdisciplinary and multidisciplinary research in the animal husbandry.
3	Able to formulate and solve problems in the national development especially in terms of animal husbandry.
4	Able to solve problems and anticipate issues in the development of animal science and industry.
D. General Skills	
The graduates are able to manage resources by utilizing science, technology, and arts to solve problems in the animal husbandry with current science and also conduct research with accountability and full responsibility.	
1	Able to develop logical, critical, systematic, and creative thought through scientific research, creation of design in the science and technology, which pays attention and applies humanity values according to their expertise. The graduates are able to arrange scientific concept and the study result based on the principles, procedures, and scientific ethics.
2	Able to identify the science that becomes their research object and position it to a research map by using information technology in the context of science development and expertise implementation developed through interdisciplinary or multidisciplinary approaches.
3	Able to make a decision in the context of solving problems in the development of science and technology, which pays attention and applies humanity values based on analysis study or experiment towards information and data.
4	Able to communicate the result of reasoning and scientific research in form of thesis and scientific writing responsibly based on academic ethics in the accredited national journal.
5	Able to maintain the academic integrity generally and avoid the plagiarism practice.
6	Able to communicate spoken and written English effectively by using the information technology for the development of animal science and its implementation.

8. Course Content

Week	CO	Topic/Subtopic	Learning Activity	Assessment Tools	Allocated Time	Lecturer
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1,2	1	Human Resource Management: An Perspective	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	2 hours	Siti Andarwati
3	2	Human Resource Planning	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	4 hours	Siti Andarwati
4, 5, 6	3	Human Resource Recruitment, Selection, and Placement	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	6 hours	Siti Andarwati
7	4	Training and Development	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	2 hours	Siti Andarwati
8	5	Performance Assessment	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	2 hours	Siti Andarwati
9	6	Compensation	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	2 hours	Siti Andarwati
10	7	Motivation	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	2 hours	Siti Andarwati
11, 12	8	Stress and Working Experience	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	4 hours	Siti Andarwati

13	9	Working Environment	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	2 hours	Siti Andarwati
14	10	Leadership	Tutorial, Presentation & Discussion	Midterm, Final Exam, Presentation & Discussion	2 hours	Siti Andarwati

9. Assessment

Component	CO	Percentage (%) for final grade	Minimum Satisfactory Level
Midterm	1,2,3,4	35	70
Presentation	1,2,3,4,5,6,7,8,9,10	20	70
Discussion	1,2,3,4,5,6,7,8,9,10	10	70
Final Exam	5,6,7,8,9,10	35	70
Total		100	

10. Lecturer

1. Dr. Siti Andarwati, S.Pt., MP., IPM.

11. Reference

1. Simamora, H., 2006. Manajemen Sumber Daya Manusia. Edisi III. Bagian Penerbitan STIE YKPN. Yogyakarta.
2. Dessler, G., 2004. Manajemen Sumber Daya Manusia. Edisi Kesembilan, Jilid I. PT INDEKS, Kelompok Gramedia. Jakarta.
3. Sutrisno, H., 2009. Manajemen Sumber Daya Manusia. Edisi Pertama. Kencana, Prenada Media Group. Jakarta.
4. Hasibuan, M.S.P., 2007. Manajemen Sumber Daya Manusia. Edisi Revisi. Bumi Aksara. Jakarta.
5. Munandar, A.S., 2006. Psikologi Industri dan Organisasi. UI Press. Jakarta.