

Name: Public Sector Institutional & Capacity Development					
module/course code	Student workload	Credits (ECTS)	Semester VI	Frequency EVEN SEMESTER	Duration
IAP4125	510 (minutes/week)	4.53 ECTS			1x per semester
	Types of courses: Tutorial/Lecture/Response	Contact hours: 150 minutes/week		Independent study: 360 minutes/week	Class size X students: 30 Students (S1)
1	Prerequisites for participation -				
2	Learning outcomes				
	Students are able to apply logical, critical and innovative thinking in understanding and explaining the development of the concept of capacity building and public sector institutions (CPL 1)				
	Students are able to demonstrate independent and quality performance in increasing understanding related to Public Sector Institutional and Capacity Development (CPL 2)				
	Students are able to study and identify the application of technology, scientific progress, and implementation of policies related to the development of human resource capacity, organizational capacity and institutional capacity (CPL 3)				
	Students are able to master and understand the integrity of human resources as part of developing the capacity of public sector apparatus resources (CPL 12)				
	Students are able to identify and utilize the development of concepts, theories and technology as an effort to improve organizational management (CPL 13)				
	Students are able to apply learning materials related to human resource development as an effort to improve managerial (CPL 17)				
	Students are able to understand and master how to design and manage public sector organizations in accordance with the goals and functions of the organization (CPL 26)				
	Students are able to formulate alternative procedural problem solving in order to improve the effectiveness and efficiency of public sector organizations and management (CPL 27)				
3	Description The main content in learning capacity building and Institutional Public Sector basically leads to continuous improvement efforts (continuous improvement) in public sector organizations. There are 3 (three) main aspects that influence the capacity and institutional development of the public sector. First, Human Resource Development. The basic concept of human resource development becomes the main discussion where in a public sector organization there is education and training as well as recruitment patterns which are crucial factors. Second, Organizational Strengthening, which contains lessons related to improving the organization's internal management system. And Third, Institutional Reform which contains changes that occur on the policy, regulatory and constitutional side.				
4	Subject aims/Content:				

	<p>Basic Concepts and Scope of Institutional and Capacity Development</p> <ol style="list-style-type: none"> 1. human resource development <ol style="list-style-type: none"> a. Education and training b. Pattern of recruitment, transfer and promotion 2. Organizational Strengthening (microstructures) <ol style="list-style-type: none"> a. <i>Job description and Job requirements</i> b. Management and business processes c. Communication and coordination d. Leadership e. Organizational culture 3. Institutional Reform (macrostructures) <ol style="list-style-type: none"> a. Rules of the game for economic and political regimes b. Policy and legal change <p>constitutional reform</p>
5	Teaching methods lectures, discussions
6	Assessment methods: assignments, Mid-Term Exam, Final-Term Exam, quizzes,
7	<p>Other information e.g. bibliographical references:</p> <p>Grindle, Merilee S. 1997. <i>Getting Good Government: Capacity Building in the public sectors of Developing Countries</i>. Harvard University Press.</p> <p>Kenny, Sue & Matthew Clarke. 2010. <i>Challenging Capacity Building: Comparative Perspective</i>. Palgrave Macmillan.</p> <p>Noya, Antonella; Emma Clarence; and Gary Craig. 2009. <i>Community Capacity Building: Creating A Better Future together</i>. OECD Publications.</p> <p>Morrison, Terrence. <i>Actionable Learning: A Handbook for Capacity Building Through case based learning</i>. Asian Development Bank Institute.</p> <p>Saleh, Choirul., M. Irfan Islamy., Soesilo Zauhar., Bambang Supriyono. 2013. <i>Development of Apparatus Resource Competence</i>. UB Press: Malang</p>