



UNIVERSITY OF BRAWIJAYA
FACULTY OF ADMINISTRATIVE SCIENCES
DEPARTMENT OF BUSINESS ADMINISTRATION / TOURISM STUDY PROGRAM

SEMESTER LEARNING PLAN

SUBJECT		CODE	COURSE CLUBS	WEIGHT (credits)	SEMESTER	Date of Compilation
Human Resource Management			Compulsory Courses of Study Program (MKWPS)	3	3	July 20, 2023 Revision I: - Revision II: -
AUTHORIZATION		RPS Developer Lecturer		RMK Coordinator		Head of Study Program
		1. Yudha Prakasa, S.A.B., M.A.B.				Dr. Drs. Edy Yulianto, MP
		1. Signature		Signature		Signature
Learning Outcomes	CPL PROGRAM					
	CPL1	Students are able to integrate nationalistic attitudes, behavioral values and ethics both in the community and work environment.				
	CPL2	Students are able to produce critical and innovative thinking to support business decision making in the tourism sector.				
	CPL3	Students are able to produce scientific studies to answer current issues in the tourism sector.				
	CPL4	Students are able to practice communication skills, both oral and written, effectively.				
	CPL5	Students are able to manage businesses in the tourism sector by prioritizing entrepreneurial values.				
	CPL6	Students are able to implement science and technology in solving tourism problems				
	CP – MK					
After taking this course, students are able to						

	CPMK1	Identify, develop, analyze, select, organize and implement human resource management concepts and practices in the tourism sector (CPL2, CPL3, CPL4, CPL6)
	CPMK2	Analyze and determine various alternative choices in decision making related to human resource management appropriately, wisely and oriented towards the benefits for all parties (CPL1, CPL2, CPL4, CPL5)
	CPMK3	Knowing and understanding the main functions of human resource management which are the main foundation in managing individuals in the tourism industry sector (CPL1, CPL2, CPL3)
	CPMK4	Knowing, understanding and implementing factual, conceptual and procedural knowledge in the scope of social and national life related to various phenomena that occur in organizations as an effort to manage all the potential possessed by each individual (CPL1, CPL2, CPL3, CPL5)
	CPMK5	Know, understand and implement communication principles in the context of employment relations in the tourism sector (CPL1, CPL4, CPL6)

CPMK-CPL Weight Mapping

	CPL1	CPL2	CPL3	CPL4	CPL5	CPL6
CPMK1	0	0.25	0.25	0.25	0	0.25
CPMK2	0.2	0.4	0	0.2	0	0.2
CPMK3	0.3	0.4	0.3	0	0	0
CPMK4	0.25	0.25	0.25	0	0.25	0
CPMK5	0.3	0	0	0.4	0	0.3

MK Brief Description	The Human Resource Management course is a compulsory course in the Tourism Study Program, Faculty of Administrative Sciences, Brawijaya University as an effort to develop students' knowledge, understanding and skills as prospective leaders of business organizations in the tourism sector in managing and optimizing all the potentials of each individual/employee/staff involved. This course provides a systematic introduction to concepts, theories, and practices which are broadly divided into four main functions of human resource management, namely HR planning (staffing), HR development and evaluation, HR compensation and protection, and employee relations. The learning method uses a lecture approach, material resumes, discussions, case studies, and project-based learning.
Learning Materials / Topics	1. Introduction and Basic Concepts of HR in the Tourism Sector

	2. Job/Job Design and Analysis 3. Human Resource Planning 4. HR Recruitment 5. HR Selection and Placement 6. Performance Management and Job Performance Appraisal 7. Organizational culture 8. Compensation Management 9. Work motivation 10. Training, Development and Career Management 11. Job Satisfaction and Job Stress 12. Occupational Health and Safety 13. Industrial Relations and Termination of Employees 14. International HR in the Tourism Sector	
Library	Main	
	a. Dessler, Gary. 2020, Human Resource Management, Sixteenth Edition, Pearson Education Inc, USA	
	b. Valentine, Sean, Meglich, Praticia, Mathis, Robert L; Jackson, John H. 2019. Human Resource Management. 16th edition. Cengage Learning, USA.	
	c. Mondy, R. Wayne Dean; Martocchio, Joseph J, 2016, Human Resource Management, Global Edition, 14th Edition, Pearson, USA	
	Supporters	
	d. Tesone, Dana V. 2008. Handbook of Hospitality Human Resource Management. Elsevier Ltd, USA	
	e. Nickson, Dennis. 2007. Human Resource Management for The Hospitality and Tourism Industries. Elsevier Ltd, USA	
Instructional Media	Software :	Hardware :
	Gmeet, Zoom, GCR, VLM	Smart TV, WiFi, Laptop, Smart Phone

Team Teaching	
Course Requirements	

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
1	Students are able to understand and explain the urgency of the Human Resource Management (HRM) course for students.	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Explaining the urgency of HR courses for students 	Assessment criteria: <ul style="list-style-type: none"> Understanding the Urgency of the HR Course Assessment Form: <ul style="list-style-type: none"> Classroom Activity 	<ul style="list-style-type: none"> Lecture and Q&A Structured Assignments Independent Assignment 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60'}]	Human Resource Management as a Compulsory Course of Study Program <ol style="list-style-type: none"> Introduction to Lectures and Lecture Contracts The urgency of HR courses for students Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d, e 	-
2	Students are able to understand and explain Job or Position Design and Analysis	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining Job/Job Design and Analysis Understanding and explaining Job or Position Design and Analysis Strategies 	Assessment criteria: <ul style="list-style-type: none"> Understanding Job Design and Analysis Form of assessment: <ul style="list-style-type: none"> Non-exam basis: class discussions & Assignments Test basis: UTS 	<ul style="list-style-type: none"> Lecture and Q&A Assignment: resume of Job or Position Design and Analysis material 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60'}]	Understanding Job or Position Design and Analysis <ol style="list-style-type: none"> Job Design Concept Elements in Job Design Strategies in Job Design Stages in Job Analysis Benefits of Job Analysis Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d 	2.5%

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
3	Students are able to understand and explain Human Resource Planning	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining the concept of HR Planning Understanding and explaining the stages in HR Planning 	Assessment criteria: <ul style="list-style-type: none"> Understanding Human Resource Planning Form of assessment: Non-exam basis: Group presentations and class discussions & Assignments <ul style="list-style-type: none"> Test basis: UTS 	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Assignment: resume of HR Planning material 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60}']	Human Resource Planning <ol style="list-style-type: none"> Concept and Benefits of Human Resource Planning Analysis of Factors of Change in Human Resource Needs HR Forecasting Analysis Human Resources Needs and Supply Analysis Human Resources Demand and Supply Analysis Human Resource Planning and Information Systems Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d 	5 %
4	Students are able to understand and explain HR Recruitment Students are able to explain HR Selection and Placement	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining the urgency of recruitment Understanding and explaining recruitment sources and methods Understand and explain the concept 	Assessment criteria: <ul style="list-style-type: none"> Understanding HR Recruitment Understanding HR Selection and Placement 	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Task: resume of HR Recruitment material, as well as HR Selection and Placement 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60}']	HR Recruitment <ol style="list-style-type: none"> Recruitment Concept Recruitment Sources Recruitment Methods Contemporary issues related to recruitment <i>e-recruitment</i> HR Selection and Placement	5 %

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
		and practice of HR selection <ul style="list-style-type: none"> Understand and explain the concept and practice of HR placement 	Form of assessment: <ul style="list-style-type: none"> Non-exam basis: Group presentations and class discussions & Assignments Test basis: UTS 			1. Definition and Purpose of HR Selection 2. Human Resources Selection Methods and Steps 3. HR placement concept 4. Types of HR Placement Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d, e 	
5	Students are able to understand and explain Performance Management and Job Performance Appraisal	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understand and explain the concepts and practices of Performance Management Understand and explain the concept and practice of Job Performance Assessment 	Assessment criteria: <ul style="list-style-type: none"> Understanding Performance Management and Work Performance Assessment Form of assessment: <ul style="list-style-type: none"> Non-exam basis: Group presentations and class discussions & Assignments Test basis: UTS 	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Assignment: resume of Performance Management and Work Performance Assessment material 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60}']	Performance Management and Job Performance Appraisal <ol style="list-style-type: none"> Performance Concept and Performance Management Factors affecting performance Concepts and methods of work performance assessment Relationship between Performance and Job Achievement Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, e 	5 %

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
6	Students are able to understand and explain Organizational culture	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining the concept and function of Organizational Culture Understanding and explaining the Characteristics of Organizational Culture Understanding and explaining Organizational Culture Change 	Assessment criteria: <ul style="list-style-type: none"> Understanding Organizational Culture Form of assessment: <ul style="list-style-type: none"> Non-exam basis: Group presentations and class discussions & Assignments Test basis: UTS 	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Assignment: resume material on Organizational Culture 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60'}]	Organizational culture <ol style="list-style-type: none"> 1. Concept and Function of Organizational Culture 2. Leveling of Organizational Culture 3. Characteristics of Organizational Culture 4. Organizational Culture Change 5. The Relationship Between Culture and Performance Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d, e 	5 %
7	Students are able to understand and explain Compensation Management Students are able to understand and explain Work motivation	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining the urgency of compensation Understanding and explaining the Components in Compensation Understanding and explaining the concept of Work Motivation 	Assessment criteria: <ul style="list-style-type: none"> Understanding Compensation Management Understanding Work Motivation Form of assessment: <ul style="list-style-type: none"> Non-exam basis: Group presentations and 	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Assignment: resume of Compensation Management and Work Motivation material 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60'}]	Compensation Management <ol style="list-style-type: none"> 1. Definition, purpose and urgency of compensation management 2. Theoretical Basis of Compensation Management 3. Factors influencing compensation policy 4. Components in Compensation 	5 %

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
		<ul style="list-style-type: none"> Understanding and explaining work motivation theory Understanding and explaining the relationship between motivation, compensation and performance 	class discussions & Assignments <ul style="list-style-type: none"> Test basis: UAS 			Work motivation 1. Concept and Process of Work Motivation 2. Content-based Motivation Theory 3. Process-based Motivation Theory 4. The relationship between motivation, compensation, and performance 5. Motivation Challenges in the Workplace Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, e 	
8	Midterm exam						

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
9	Students are able to understand and explain Training, Development and Career Management	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining training concepts Understanding and explaining the concept of development Understanding and explaining the concept of Career Management 	Assessment criteria: <ul style="list-style-type: none"> Understanding Training, Development and Career Management Form of assessment: <ul style="list-style-type: none"> Non-exam basis: Group presentations and class discussions & Assignments Test basis: UAS 	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Assignment: resume of Training, Development, and Career Management materials 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60}']	Training, Development and Career Management <ol style="list-style-type: none"> Basic concepts of training and development Driving factors for the need for training and development Difference between training and development Steps and methods for implementing training and development Basic concepts and benefits of Career Management Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d, e 	5 %
10	Students are able to understand and explain Job Satisfaction and Job Stress	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining Job Satisfaction Understanding and explaining Job Stress 	Assessment criteria: <ul style="list-style-type: none"> Understanding Job Satisfaction and Job Stress Form of assessment:	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Assignment: resume of Job Satisfaction and Job Stress material 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60}']	Job Satisfaction and Job Stress <ol style="list-style-type: none"> Basic concepts and functions of Job Satisfaction and Job Stress Factors influencing job satisfaction 	5 %

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
			<ul style="list-style-type: none"> Non-exam basis: Group presentations and class discussions & Assignments Test basis: UAS 			3. Job Satisfaction and Job Stress Theory 4. The Relationship between Job Satisfaction and Job Stress 5. Types of Work Stress 6. Causes and Management of Work Stress Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, e 	
11	Students are able to understand and explain Occupational Safety and Health (K3)	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining the urgency of Occupational Safety Understanding and explaining the urgency of Occupational Health 	Assessment criteria: <ul style="list-style-type: none"> Understanding Occupational Safety and Health (K3) Form of assessment: <ul style="list-style-type: none"> Non-exam basis: Group presentations and class discussions & Assignments Test basis: UAS 	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Assignment: Summary of Occupational Health and Safety (K3) Material	[TM:2x2x50"] [BM+TT: {1+1}x{4x60"}]	Occupational Health and Safety <ol style="list-style-type: none"> Basic concepts of Occupational Safety and Health Approaches to Occupational Safety and Health Physical and Mental Health in the Work Environment Contemporary issues related to K3 (gender issues, world life balance, family work conflict, etc.) 	5 %

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
						Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d, e 	
12	Students are able to understand and explain Industrial Relations and Termination of Employees or Workers	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining the concept of Industrial Relations Understanding and explaining the concept of Termination of Employees or Staff 	Assessment criteria: <ul style="list-style-type: none"> Understanding Industrial Relations and Termination of Employees or Workers Form of assessment: <ul style="list-style-type: none"> Non-exam basis: Group presentations and class discussions & Assignments Test basis: UAS 	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Assignment: resume of material on Industrial Relations and Termination of Employees or Workers 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60'}	Industrial Relations and Termination of Employees or Workers <ol style="list-style-type: none"> Basic concepts of industrial relations Facilities in Industrial Relations Basic Concept of Termination of Employees or Staff Reasons for Termination of Employees or Staff Rights of Employees or Staff Affected by Layoffs 	5 %
						Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d, e 	

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
13	Students are able to understand and explain International HR in the Tourism Sector	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Understanding and explaining the concept of International HR in the Tourism Sector 	Assessment criteria: <ul style="list-style-type: none"> Understanding International HR in the Tourism Sector Form of assessment: <ul style="list-style-type: none"> Non-exam basis: Group presentations and class discussions & Assignments Test basis: UAS 	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions Assignment: Summary of International HR material in the Tourism Sector 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60'}]	International HR in the Tourism Sector <ol style="list-style-type: none"> Concept and Scope of International HRD Cultural Aspects, Selection, Placement, and Training of International HR Comparison of HR Practices across Countries 	2.5%
						Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, e 	
14	Students are able to understand, explain and complete project assignments on Human Resource Planning (Staffing) as well as Human Resource Development and Evaluation in the Tourism Sector.	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Developing instruments as a reference for completing projects Thoroughly understand the project being worked on Explaining project results 	Assessment criteria: <ul style="list-style-type: none"> Completion of the project properly and correctly, both final reports and activity videos and presentation materials. Form of assessment:	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60'}]	Project on Human Resources Planning (Staffing) and Human Resources Development and Evaluation in the Tourism Sector <ol style="list-style-type: none"> Identification of the problem objects that are the target of the project task Analyze the implementation of the concept of Human Resource Planning 	25%

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
			<ul style="list-style-type: none"> Non-exam basis: final report: papers and videos Active class discussion 			(Staffing) and Human Resource Development and Evaluation in the Tourism Sector in the project study object. 3. Comparing theory with practice 4. Provide recommendations for improvements to the study objects that are the target of the project assignment.	
						Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d, e 	
15	Students are able to understand, explain and complete project assignments on HR compensation and protection, as well as employee relations in the Tourism Sector.	Accuracy, completeness and correctness in: <ul style="list-style-type: none"> Developing instruments as a reference for completing projects Thoroughly understand the project being worked on Explaining project results 	Assessment criteria: <ul style="list-style-type: none"> Completion of the project properly and correctly, both final reports and activity videos and presentation materials. Form of assessment:	<ul style="list-style-type: none"> Lecture and Q&A Group presentations and class discussions 	[TM:2x2x50'] [BM+TT: {1+1}x{4x60'}]	Project on HR compensation and protection, and employee relations in the Tourism Sector <ol style="list-style-type: none"> Identification of the problem objects that are the target of the project task Analyze the implementation of the concept of compensation 	25%

Week 2-	Sub-CP-MK (as the expected final capability)	Indicator	Assessment Criteria & Forms	Learning methods (Lectures / Assignments / other forms of learning)	Time (Duration)	Learning Materials / Study Materials [Library]	Assessment Weight (%)
			<ul style="list-style-type: none"> Non-exam basis: final report: papers and videos Active class discussion 			and protection of human resources, as well as employee relations in the Tourism Sector in the project study object. 3. Comparing theory with practice 5. Provide recommendations for improvements to the study objects that are the target of the project assignment.	
						Reference Material: <ul style="list-style-type: none"> Ref No: a, b, c, d, e 	
16	Final exams						

CPL PS S1 Tourism

The learning outcomes of graduates (CPL) of the FIA UB Tourism Undergraduate Program are as follows.

CPL1. Students are able to integrate nationalistic attitudes, behavioral values and ethics both in the community and work environment.

CPL2. Students are able to produce critical and innovative thinking to support business decision making in the tourism sector.

CPL3. Students are able to produce scientific studies to answer current issues in the field of tourism.

CPL4. Students are able to practice communication skills, both oral and written, effectively.

CPL5. Students are able to manage a business in the tourism sector by prioritizing entrepreneurial values.

CPL6. Students are able to implement science and technology in solving tourism problems.

ASSIGNMENT DESIGN

The assignments carried out in this lecture are in the form of Structured Assignments and Independent/Group Assignments.

- Structured lecture assignments are independent assignments for students in the form of homework according to the topics presented in lectures, which are done individually, either in the form of a summary of all lecture material and collected during the mid-term and final exams.
- Independent/group assignments in the form of making group papers related to the material as in the learning material with a writing format adjusted to the applicable writing guidelines and presented/discussed in class in face-to-face meetings. There are a total of 13 groups as the number of learning materials to be discussed during 1 semester. As for the learning materials in weeks 4 and 7, there are 2 groups that are assigned and present.
- Group assignments are in the form of creating lecture projects related to the material that has been completed as in the learning material. There are 4 groups in 1 class that are different from the paper assignment group. Detailed guidelines for completing this project assignment will be provided separately from this RPS. The outputs of this project are:
 - o The paper report with a writing format adapted to the applicable writing guidelines
 - o Videos of activities and videos of broadcast materials that will be presented/discussed in class during face-to-face meetings in weeks 14 and 15.
 - o All lecture projects from all groups are compiled into one and collected at the time of the final exam.

Percentage of Assessment

Types of Assessment	Weight
Group task	5%
Individual Assignment	5%
Activeness/Participation	10%
College Project	50%
UTS	15%
UAS	15%

CPL assessment and evaluation table at MK

Week to:	CPL	CPMK	Questions (Weight%)	Assessment Weight (test/non-test)	Weight (%)
1	2,4,5,6	1	Activeness in class	-	-

Week to:	CPL	CPMK	Questions (Weight%)	Assessment Weight (test/non-test)	Weight (%)
2	2,4,5	1,2,3	Group Assignment 1 Resume Assignment Material 1 Activeness in class Mid-term exam questions (Question 1)	0.5 0.5 0.5 1	2.5
3	2,4,5	1,2,3	Group Assignment 2 Resume Assignment Material 2 Activeness in class Mid-term exam questions (Question 2)	0.5 0.5 0.5 3.5	5
4	2,4,5	1,2,3	Group Assignment 3 Resume Assignment Material 3 Activeness in class Mid-term exam questions (Question 3)	0.5 0.5 0.5 3.5	5
5	2,4,5	1,2,3,4	Group Assignment 4 Resume Assignment Material 4 Activeness in class Mid-term exam questions (Question 4)	0.5 0.5 0.5 3.5	5
6	2.5	1,2,3,4,5	Group Assignment 5 Resume Assignment Material 5 Activeness in class Mid-term exam questions (Question 5)	0.5 0.5 0.5 3.5	5
7	2,4,5,6	1,2,3,4,5	Group Assignment 6 Resume Assignment Material 6 Activeness in class Mid-term exam questions (Question 6)	0.5 0.5 0.5 3.5	5
Mid Semester Exam (UTS): questions 1 to 6					
9	2.5	2,3,4	Group Assignment 7 Resume Assignment Material 7 Activeness in class Final Exam Questions (Question 7)	0.5 0.5 0.5 3.5	5
10	2,4,5,6	1,2,3,4,5	Group Assignment 8 Resume Assignment Material 8 Activeness in class Final Exam Questions (Question 8)	0.5 0.5 0.5 3.5	5

Week to:	CPL	CPMK	Questions (Weight%)	Assessment Weight (test/non-test)	Weight (%)
11	2,4,5,6	1,2,3,4,5	Group Assignment 9 Resume Assignment Material 9 Activeness in class Final Exam Questions (Question 9)	0.5 0.5 0.5 3.5	5
12	4.6	2,3,4,5	Group Assignment 10 Resume Assignment Material 10 Activeness in class Final Exam Questions (Question 10)	0.5 0.5 0.5 3.5	5
13	2,4,5,6	2,3,4,5	Group Assignment 11 Resume Assignment Material 11 Activeness in class Final Exam Questions (Question 11)	0.5 0.5 0.5 1	2.5
14	1,2,3,4,5,6	1,2,3,4,5	Presentation of Lecture Project Output by Group and Class Activity on the theme of Human Resource Planning (Staffing) in the Tourism Sector Presentation of Lecture Project Output by Group and Class Activity on the theme of Human Resource Development and Evaluation in the Tourism Sector	12.5 12.5	25
15	1,2,3,4,5,6	1,2,3,4,5	Presentation of Lecture Project Output by Group and Class Activity on the theme of Compensation and Protection of Human Resources in the Tourism Sector Presentation of Lecture Project Output by Group and Class Activity on the theme of Employee Relations in the Tourism Sector	12.5 12.5	25
Final Semester Exam (UAS): questions 7 to 13					
Total weight (%)				100	100

DETERMINATION OF FINAL VALUE

Final Value Range (NA)	Quality Letters	Quality Score
> 80	A	4
75 < NA ≤ 80	B+	3.5
69 < NA ≤ 75	B	3
60 < NA ≤ 69	C+	2.5
55 < NA ≤ 60	C	2
50 < NA ≤ 55	D+	1.5
44 < NA ≤ 50	D	1
0 < NA ≤ 44	E	0

Assessment Weight Mapping - CPMK

Assessment	CPMK1	CPMK2	CPMK3	CPMK4	CPMK5
Group Assignment & Summary of Material 1	0.4	0	0.3	0.3	0
Group Assignment & Summary of Material 2	0.3	0.3	0.2	0.2	0
Group Assignment & Summary of Material 3	0.3	0.3	0.2	0.2	0
Group Assignment & Summary of Material 4	0.3	0.3	0.2	0.2	0
Group Assignment & Summary of Material 5	0.2	0.4	0.2	0.2	0
Group Assignment & Summary of Material 6	0.3	0.2	0.2	0.3	0.2
Group Assignment & Summary of Material 7	0.1	0.3	0.1	0.2	0.3
Group Assignment & Summary of Material 8	0.3	0.3	0.2	0.2	0
Group Assignment & Summary of Material 9	0.2	0.2	0.1	0.3	0.2
Group Assignment & Summary of Material 10	0.2	0.2	0.1	0.3	0.2
Group Assignment & Summary of Material 11	0.2	0.2	0.2	0.3	0.3
Group Assignment & Summary of Material 12	0.2	0.3	0.1	0.3	0.3
Group Assignment & Summary of Material 13	0.3	0.2	0.2	0.3	0.2
Project Assignment 1	0.2	0.2	0.2	0.2	0.2
Project Assignment 2	0.2	0.2	0.2	0.2	0.2
Project Assignment 3	0.2	0.2	0.2	0.2	0.2

Project Assignment 4	0.2	0.2	0.2	0.2	0.2
Activeness/Participation	0.2	0.2	0.2	0.2	0.2
UTS1	0.2	0.2	0.2	0.2	0.2
UAS1	0.2	0.2	0.2	0.2	0.2

Assessment Rubric

a. Participation

Assessment Aspects	Descriptor			
	<i>Nilai</i> < 55	55 ≤ Value ≤ 69	69 < Value ≤ 80	80 < Score 100 ≤
Questions, language structure	Most of the language structures are incorrect	Some language structures are incorrect	There is an incorrect language structure	All language structures are correct
Quality of questions	Very easy question, the answer is in the material	Quite a tough question, the answer requires analysis	Tough question, answer requires analysis of 2 disciplines	Very difficult questions, requiring analysis of 2 or more disciplines
Suggestions and comments, language structure	Most of the language structures are incorrect	Some language structures are incorrect	There is an incorrect language structure	All language structures are correct
Fill in suggestions/comments	Suggestions/comments given are out of context and inappropriate	Suggestions/comments are contextual, but not appropriate	Suggestions/comments are contextual, appropriate, and deepen understanding.	Suggestions/comments are contextual, appropriate and broaden understanding.

b. Task

Assessment Aspects	Descriptor			
	<i>Nilai</i> < 55	55 ≤ Value ≤ 69	69 < Value ≤ 80	80 < Score 100 ≤
Language structure	Most of the language structures are incorrect	Some language structures are incorrect	There is an incorrect language structure	All language structures are correct

Completeness of contents	Much material is not presented	There is some material that is not presented	There is material that is not presented	The material is presented in full
Organizing ideas/concepts	Most of the ideas are presented incorrectly	Some ideas are presented incorrectly	There are ideas/concepts presented incorrectly	All ideas/concepts are presented precisely

c. Project: Implementation of Human Resource Management Function in Tourism Sector.

Assessment Aspects	Descriptor			
	<i>Nilai < 55</i>	55 $Value \leq 69$	69 $< Value \leq 80$	80 $< Score 100 \leq$
Language structure	Most of the language structures are incorrect	Some language structures are incorrect	There is an incorrect language structure	All language structures are correct
Video & audio clarity	Most of the video and audio are unclear	Some video and audio are unclear	There is unclear video and audio	All video and audio are clear
Completeness of materials	Most of the content of the material does not match the teaching material in class.	Some of the content does not match the teaching materials in class.	There is content that is in accordance with the teaching materials in class.	All the contents of the material are in accordance with the teaching materials in the class.
Analysis results	Most of the analysis is not explained properly	Some analysis is not explained properly	There is an analysis that is explained precisely	All analysis is explained precisely
Recommendation	Most of the recommendations made do not correspond to the existing problems and are not based on the results of the analysis.	Some recommendations are not in accordance with existing problems and are not based on analysis results.	There are recommendations that are compiled according to existing problems and based on the results of the analysis.	All recommendations are compiled according to existing problems and based on the results of the analysis.
Organizing	Most members are not involved in completing the project based on a clear division of labor.	There are members who are not involved in completing the project based on a clear division of labor.	Most members are involved in completing the project based on a clear division of labor.	All members are involved in completing the project based on a clear division of labor.

d. UTS and UAS use multiple choice questions

The UTS and UAS questions use multiple choice questions using the Guttman Scale (True or False). The final results of the UTS and UAS scores are based on the number of correct questions multiplied by the number of points for each question. The number of questions is determined by the lecturer in charge of the MSDM course.