



**University of Brawijaya**  
**Faculty of Administrative Sciences**  
**Department of Public Administration & Business**  
**STUDY PROGRAM:**

## SEMESTER LEARNING PLAN (RPS)

SUBJECT	CODE	COURSE CLUBS	WEIGHT (credits)	SEMESTER	DATE OF COMPILATION
Introduction to Organizational Studies	FIA6004		3	Odd	June 24, 2021
AUTHORIZATION	RPS Developer Lecturer		RMK Coordinator	head of the study program	
	Dr. Mujibur Rahman Khairul Muluk, S.Sos, M.Si Agung NLI Fahrudi, SAB, MBusSysPro, PhD Mochamad Chazienul Ulum, S.Sos, M.AP				
Learning Outcomes (CP)	Study Program Graduate Learning Outcomes (CPL-Prodi)				
	1. Theoretical concepts of administration, organization, bureaucracy, public policy, public service, organizational behavior, state finance, administrative reform, and public governance in depth (Public P1)				
	2. Organizing (planning, preparing budgets, allocating resources, implementing and evaluating) activities in order to implement public policies and improve public service performance (Public KK1b)				
	3. Able to use and develop the concept of organizational governance, entrepreneurship and management functions in the context of organizational management and strategic decision making (Business PP1)				
	4. Able to communicate and be responsible for policies taken both individually and in groups (KK2 Business)				
	Course Learning Outcomes (CPMK)				
	1. Students are able to have the ability to understand the basic concepts of organizational theory, theory development, and organizational governance. (CPL 1)				

	2. Students have the ability to explain, analyze, design and solve various problems related to public and private organizations by applying science, technology and humanities values in accordance with their field of expertise. (CPL 2, 3, 4)
<b>Brief Description of Course</b>	The Introduction to Organizational Studies course aims to provide students with a foundation of knowledge about organizations as objects of study in administrative studies, the role of organizations in human life, and how to design effective and efficient organizations. The topics of this course include the concept of organization, the differences between public organizations and business organizations, the development of organizational theory, organizational environment, stakeholders and their interests, the relationship between strategy and organizational performance and organizational structure, the organizational life cycle, organizational change and organizational learning. After taking this course, students are expected to be able to explain the concept of organization, the benefits of organizations for human life, environmental aspects in organizational life, and elements of organizations. In addition, students are expected to be able to analyze, design and solve various problems related to public and private organizations.
<b>Learning Materials / Topics</b>	<ol style="list-style-type: none"> <li>1. Basic concepts of organization</li> <li>2. Public organizations and private/business organizations</li> <li>3. History of organizational theory thought</li> <li>4. Organizational environment</li> <li>5. Organizations and stakeholders</li> <li>6. Strategy, performance and organizational structure</li> <li>7. Organizational performance</li> <li>8. Organizational structure</li> <li>9. Bureaucracy</li> <li>10. Organizational design</li> <li>11. Organizational technology</li> <li>12. Organizational life cycle</li> <li>13. Change and innovation</li> <li>14. Organizational learning</li> </ol>
<b>Library</b>	<div><b>Main :</b></div> <ol style="list-style-type: none"> <li>1. Kusdi. 2011. Organizational and Administrative Theory. Jakarta: Salemba Empat</li> <li>2. Hatch, MJ 1997. Organization Theory: Modern, Symbolic-Interpretive, and Post-modern Perspectives. Oxford: Oxford Univ. Press.</li> </ol>

		3. Gibson, JL, Ivancevich, JM & Donelly, JH 1990. Organizations: Behavior, Structure, Process. Ed. Agus Dharma. Jakarta: Erlangga 4. Robbin, SP & Barnwell, N. 2002. Organization Theory. Australia: Pearson Education Australia						
		<div>Supporters :</div> <div>5. Smith, W.K., Gonin, M., &amp; Besharov, M.L. 2013. "ManagingSocial-Business Tensions: A Review and Research Agenda for Social Enterprise." Business Ethics Quarterly Vol. 23 No. 3. Pp 407-442. 6. Serpa, Sandro, and Ferreira, Carlos Miguel. 2019. "The Concept of Bureaucracy by Max Weber." International Journal of Social Science Studies Vol. 7, no. 2; March 2019. ISSN 2324-8033 E-ISSN 2324-8041. Published by Redfame Publishing. URL:http://ijsss.redfame.com</div>						
Instructional Media		Software :		Hardware :				
		Meeting room application, Management system learning (VLM), PPT Slides		Laptop, inFocus/ Screen				
Name of Lecturer								
Course Requirements								
Week To	Planned Final Capability (Sub-CP-MK)	Study materials (Learning Materials)	Forms and Methods of Learning	Estimated Time	Student Learning Experience	Assessment Criteria & Forms	Assessment Indicators	Assessm ent Weight (%)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Knowing in detail general about basic concept organization and study contract agreement (CPMK1)	<ul style="list-style-type: none"><li>● Introduction: Deliverysyllabus/ course material map, RPS, course contract and others</li><li>● The importance of learning about organizations</li></ul>	Lecture, ask answer	170 minutes	Look for literature, read, discussion, doassignment (independent) and or group)	Activity student in discuss	Accuracy in explain basic theory organization	

		<ul style="list-style-type: none"> <li>• Understanding organizational theory</li> <li>• Principles of organization</li> <li>• Various types of organizations</li> </ul>						
2	Able to explain the differences and similarities between public and business organizations (CPMK 1)	Differences and similarities between public and private organizations, and the emergence of social enterprises	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in explaining the differences and similarities between public and private organizations	
3	Capable to describe and explain the history of organizational theory thinking (CPMK 1)	History of thought organization al theory: <ul style="list-style-type: none"> <li>• Classical theory</li> <li>• Neo-classical theory</li> <li>• Modern theory</li> <li>• Post modern theory</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in explaining the history of organizational theory thinking	
4	Capable to describe and explain the organizational environment (CPMK1)	<ul style="list-style-type: none"> <li>• Definition of organizational environment</li> <li>• Environmental internal and external</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in describing the organizational environment	

5	Able to explain the organization's position and its relationship with stakeholders (CPMK 1)	Stakeholders organization and its relationship patterns with the organization	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in explaining the organization's position and its relationship with stakeholders	
6	Able to explain strategy and its relationship to organizational performance and organizational structure (CPMK 2)	<ul style="list-style-type: none"> <li>● Organizational strategy</li> <li>● The relationship between strategy and organizational performance</li> <li>● The relationship between strategy and organizational structure</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in explaining strategy and its relationship to organizational performance and organizational structure	
7	Capable to describe and explain organizational performance (CPMK 2)	Organizational performance: <ul style="list-style-type: none"> <li>● Understanding organizational performance</li> <li>● Organizational performance criteria</li> <li>● Performance indicators and measures</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in explaining organizational performance	
8	UTS							
9	Capable to describe and explain organizational structure (CPMK 2)	Organizational structure: <ul style="list-style-type: none"> <li>● Understanding organizational structure</li> <li>● Differentiation and integration</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignment (independent)	Student activeness in discussions and	Accuracy in explaining organizational structure	

		<ul style="list-style-type: none"> <li>● Centralization and decentralization</li> <li>● Standardization</li> <li>● Organization mechanistic and organic</li> </ul>			and or group)	carry out a task		
10	Capable describe and explain bureaucracy (CPMK 2)	<ul style="list-style-type: none"> <li>● Definition of bureaucracy</li> <li>● Bureaucratic organization</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in responding to bureaucracy	
11	Capable describe and explain organizational design (CPMK 2)	Organizational design: <ul style="list-style-type: none"> <li>● Definition of design organizational structure</li> <li>● Forms of organizational structure: simple, functional, divisional, matrix and network structures</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in explaining organizational design	
12	Capable describe and explain organizational technology (CPMK 2)	Organizational technology <ul style="list-style-type: none"> <li>● Understanding information technology</li> <li>● Woodward's technology typology</li> <li>● Perrow's technology</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignment (independent)	Student activity in discussions and completing assignments	Accuracy in explaining organizational technology	

		typology						
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		<ul style="list-style-type: none"> <li>● Thompson's Technology Typology</li> <li>● Connection technology and structure</li> </ul>			and or group)			
13	Capable describe and explain the organizational life cycle (CPMK 2)	<ul style="list-style-type: none"> <li>● Greiner's organizational life cycle</li> <li>● Dynamics of organizational structure in the organizational life cycle</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in explaining the life cycle of an organization	
14	Capable describe and explain changes (CPMK 2)	Organizational change and innovation <ul style="list-style-type: none"> <li>● Understanding change and innovation in the context of dynamics</li> <li>● Diversity and uncertainty</li> </ul>	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in explaining organizational change and innovation	
15	Capable describe and explain organizational learning (CPMK 2)	Organizational learning	Lectures, Q&A, group discussions, independent assignments	170 minutes	Searching for literature, reading, discussing, working on assignments (independent and/or group)	Student activity in discussions and completing assignments	Accuracy in explaining organizational learning	
16	UAS							



