


20. INTERNATIONAL HRM

		Sekolah Tinggi Ilmu Ekonomi YAPAN Surabaya Program Studi S1 Manajemen Bachelor Degree of Management Study Program				Kode Dokumen Document Code	
RENCANA PEMBELAJARAN SEMESTER Semester Lesson Plan							
MATA KULIAH (MK) COURSE		KODE CODE	Rumpun MK CLUSTER	BOBOT (sks) WEIGHT (credits)		SEMESTER	Tgl Penyusunan Compilation Date
MSDM Internasional International HRM		MPB-PK160917	Human Resource Management	T=3	P=0	6	
OTORISASI AUTHORIZATION		Pengembang RPS Developer		Koordinator RMK Coordinator		Ketua PRODI Head of the Study Program	
				Rohmah Kurniawati,SE.,MM Tutik Winarsih,SE.,MM.,CHCM		Ira Ningrum Resmawa,SE.,MM.,CMA	
Capaian Pembelajaran (CP) Program Learning Outcome (PLO)		CPL-PRODI yang dibebankan pada MK PLO charged in this course					
		CPL1 PLO1	Lulusan mampu menguasai teori bidang manajemen secara menyeluruh. Graduates are able to master the theory of management as a whole.				
		CPL2 PLO2	Lulusan mampu mengimplementasikan teori bidang manajemen dalam mengelola organisasi secara efektif. Graduates are able to implement management theory in managing organizations effectively.				
		CPL5 PLO5	Lulusan mampu mengaplikasikan teknologi informasi dalam pengelolaan data keuangan, pemasaran, dan SDM dengan tepat. Graduates are able to apply information technology in managing financial, marketing, and human resource data properly.				
		CPL7 PLO7	Lulusan mampu mengembangkan ide usaha dalam lingkungan bisnis global secara kreatif. Graduates are able to develop creative business ideas in a global business environment.				
		CPL8 PLO8	Lulusan mampu mengelola organisasi secara etis. Graduates are able to manage organizations ethically.				
		Capaian Pembelajaran Mata Kuliah (CPMK)					

Course Learning Outcome (CLO)	
CPMK1 CLO1	Mahasiswa mampu mendiagnosis dengan tepat penerapan fungsi-fungsi MSDM Global di perusahaan global C4. Students are able to diagnose the implementation of Global HRM functions in global companies correctly.
CPMK2 CLO2	Mahasiswa mampu menggunakan IPTEKS dalam bidang MSDM Global secara tepat. C3. Students are able to use science and technology in the field of Global HRM appropriately.
CPMK3 CLO3	Mahasiswa mampu merancang keputusan strategis bidang MSDM Global berdasarkan analisis informasi perusahaan global. C6. Students are able to design strategic decisions in Global HRM based on analysing global company information.
CPMK4 CLO4	Mahasiswa mampu menunjukkan karakter Iman, cerdas, mandiri, jujur, peduli dan tangguh dalam kegiatan pembelajaran MSDM Global. A5. Students are able show religious, smart, independent, honest, caring, and resilient characters in Global HRM learning activities.
Kemampuan akhir tiap tahapan belajar (Sub-CPMK) Expected ability of each learning stage (Sub-CLO)	
Sub-CPMK1 Sub-CLO1	Memahami arti dan makna gobalisasi Understanding the meaning and significance of globalization
Sub-CPMK2 Sub-CLO2	Memahami peran manajemen global Understanding the role of global management
Sub-CPMK3 Sub-CLO3	Memahami bisnis global, bisnis internasional, globalisasi dan jaringan internasional Understanding the global business, international business, globalization and international networks
Sub-CPMK4 Sub-CLO4	Mengerti cakupan fungsi operasional dari Manajemen Global Understand the scope of operational functions of Global Management
Sub-CPMK5 Sub-CLO5	Mengerti tentang perusahaan multinasional Understand about multinational companies
Sub-CPMK6 Sub-CLO6	Mengetahui dan memahami kerjasama regional dan internasional dan organisasi dalam bisnis global Knowing and understanding the regional and international cooperation and organization in global business
Sub-CPMK7 Sub-CLO7	Memahami lingkungan politik, hukum, dan teknologi dalam manajemen global Understand the political, legal and technological environment in global management
Sub-CPMK8 Sub-CLO8	Memahami pengaruh budaya dalam operasi global Understanding the influence of culture in global operations
Sub-CPMK9 Sub-CLO9	Memahami tentang manajemen strategi dalam manajemen global Understand about strategic management in global management
Sub-CPMK10 Sub-CLO10	Memahami pengembangan HR Global Understanding Global HR development

	Sub-CPMK11 Sub-CLO11	Persyaratan manajer Global dan manajer masa depan Global manager requirements and future managers										
Korelasi CPMK terhadap Sub-CPMK Correlation of CLO to Sub-CLO												
	Sub-CPMK1 Sub-CLO1	Sub-CPMK2 Sub-CLO2	Sub-CPMK3 Sub-CLO3	Sub-CPMK4 Sub-CLO4	Sub-CPMK5 Sub-CLO5	Sub-CPMK6 Sub-CLO6	Sub-CPMK7 Sub-CLO7	Sub-CPMK8 Sub-CLO8	Sub-CPMK9 Sub-CLO9	Sub-CPMK10 Sub-CLO10	Sub-CPMK11 Sub-CLO11	
CPMK1 CLO1	✓	✓							✓			
CPMK2 CLO2			✓			✓				✓		
CPMK3 CLO3				✓	✓						✓	
CPMK4 CLO4							✓	✓				
Deskripsi Singkat MK Brief description of the course	<p>Mata kuliah yang mempelajari pengertian serta pemahaman wawasan, ruang lingkup berbagai konsep-konsep manajemen global. Konsep manajemen global ini diperlukan sebagai studi dalam mempelajari pengetahuan bisnis internasional yang lebih rinci karena dalam praktiknya antara manajemen yang sifatnya hanya beroperasi di tingkat nasional dengan manajemen Global berbeda. Hal tersebut dikarenakan beberapa faktor seperti, faktor sosial budaya, faktor hukum dan politik, serta faktor teknologi. Oleh karena itu, dalam kajian MSDM Global akan mengkajia konsep serta kasus-kasus dalam MSDM Global.</p> <p>Courses that study the meaning and understanding of insights, the scope of various global management concepts. The concept of global management is needed as a study in studying more detailed international business knowledge because in practice, management which only operates at the national level and global management is different. This is due to several factors, such as socio-cultural factors, legal and political factors, and technological factors. Therefore, in the study of Global HRM, we will examine concepts and cases in Global HRM.</p>											
Bahan Kajian: Materi Pembelajaran Learning Materials	<ol style="list-style-type: none"> 1. Overview of global management 2. Globalization and international networks 3. Global Management operational functions 4. Multi-national company 5. Regional and international cooperation and organizations in global business 6. Political, legal, and technological environments in global management 7. Culture in global operations 8. Strategic management in global management 											

	9. Global HR Development 10. Global managers and future managers
Pustaka References	Utama: Primary:
	<ol style="list-style-type: none"> 1. Pucik, Vladimir, Paul Evans, Ingmar Björkman, and Shad Morris. 2017. The Global Challenge International Human Resource Management: Third Edition. United States: Chicago Business Press. 2. Sparrow, Paul, Chris Brewster and Hilary Harris. 2004. Globalizing Human Resource Management. London: Routledge 3. Warren J Keegan. 2004. Manajemen Global. Jakarta: Prenhalind. 4. Don A Ball, J Michael Geringger, Michael S Minor, Jeane M McNett. 2014. International Business. Mc Graw Hill. 5. Pearce & Robinson. 2000. Strategic Management. Formulation, Implementation, and Control. Mc Graw Hill. 6. Michael J Stahl & David W Grigsby. 1992. Strategic Manajemen For Decision Making. PWS-Kent publishing Co. 7. Jeff Madura. 2001. Manajemen internasional. Jakarta: Erlangga. 8. Carnall, Colin. 2003. Managing Change in Organisation. Fourth Edition, Pearson-Prentice Hall 9. Cummings, Thomas G., dan Worley, Christopher G. 2005. Organization Development and Change. Eighth Edition. Thomson Corporation.
	Pendukung: Supplement:
Dosen Pengampu Lecturers	Rohmah Kurniawati,SE.,MM Tutik Winarsih,SE.,MM.,CHCM Achmad Sholihin, SE.,MM Drh Hammy Wahjunianto.,MM
Matakuliah syarat Requirements course	Mahasiswa telah menempuh mata kuliah Manajemen SDM. Students have taken HR Management.

Mg Ke-Week	Kemampuan akhir tiap tahapan belajar (Sub-CPMK) Expected ability of each learning stage (Sub-CLO)	Penilaian Assessment		Bentuk Pembelajaran, Metode Pembelajaran, Penugasan Mahasiswa, [Estimasi Waktu] Learning Form, Learning Methods, Student Assignment, [Estimated time]		Materi Pembelajaran [Pustaka] Learning materials [References]	Bobot Penilaian (%) rating weight
		Indikator Indicators	Kriteria & Teknik Criteria & Technic	Luring (offline)	Daring (online)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Memahami arti dan makna gobalisasi Understanding the meaning and significance of globalization	1. Mampu menjelaskan arti globalisasi. 2. Mampu menjelaskan awal terjadinya globalisasi dan alasan terjadinya globalisasi. 3. Mampu dan memahami konsekuensi globalisasi 1. Able to explain the meaning of globalization. 2. Able to explain the beginning of globalization and the reasons for globalization. 3. Able and understand the consequences of globalization	Kriteria: analitik Criteria: analytical Teknik: non tes Technique: non test		Discussion, project based method [PB: 1x(3x50'')] [PT+KM: (1+1)x(3x60'')]	1,4, and 8	5%
2	Memahami peran manajemen global Understanding the role of global management	1. Mampu menjelaskan arti dan peran manajemen, dan khususnya manajemen global	Kriteria: skala persepsi Criteria: Perception scale		Discussion, project based method [PB: 1x(3x50'')] [PT+KM: (1+1)x(3x60'')]	1,2,4 and 8	5%

		1. Able to explain the meaning and role of management, and in particular global management	Teknik: tes Technique: test				
3-4	Memahami bisnis global, bisnis internasional, globalisasi dan jaringan internasional Understanding the global business, international business, globalization and international networks	1. Mampu menjelaskan system ekonomi global, mampu menjelaskan kinerja dan perkembangan ekonomi dunia. 2. Mampu menjelaskan model bisnis internasional (global), dan jaringan bisnis internasional. 1. Able to explain the global economic system, able to explain the performance and development of the world economy. 2. Able to explain international (global) business models and international business networks.	Kriteria: holistik Criteria: holistic Teknik: tes Technique: test		Discussion, project based method [PB: 2x(3x50")] [PT+KM: (2+2)x(3x60")]	1,2, and 8	5%
5	Mengerti cakupan fungsi operasional dari Manajemen Global Understand the scope of operational functions of Global Management	1. Mampu menjelaskan fungsi operasional apa saja yang perlu diperhatikan dalam manajemen global yang berbeda dengan manajemen biasa. 1. Able to explain operational functions that need attention in global management that is different from general management.	Kriteria: holistik Criteria: holistic Teknik: non tes Technique: non test		Discussion, project based method [PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]	1,2,3 and 8	5%
6-7	Mengerti tentang perusahaan multinasional Understand about multinational companies	1. Mampu menjelaskan apa itu perusahaan multi nasional, bagaimana perkembangan perusahaan internasional. 2. Karakteristik dan Syarat Perusahaan Multi Nasional 3. Kompleksitas dalam Penanganan Perusahaan Multi Nasional	Kriteria: skala persepsi Criteria: perception scale Teknik: non tes		Discussion, project based method [PB: 2x(3x50")] [PT+KM: (2+2)x(3x60")]	1,2, and 8	5%

		<ol style="list-style-type: none"> 1. Able to explain multinational companies, how the development of international companies. 2. Characteristics and Requirements of Multinational Companies 3. Complexity in Handling Multinational Companies 	Technique: non test				
8	Evaluasi Tengah Semester / Ujian Tengah Semester Midterm Exam						20%
9	<p>Mengetahui dan memahami kerjasama regional dan internasional dan organisasi dalam bisnis global</p> <p>Knowing and understanding the regional and international cooperation and organization in global business</p>	<ol style="list-style-type: none"> 1. Mampu menjelaskan kerjasama regional dan internasional dan organisasi dalam bisnis global 1. Able to explain regional and international cooperation and organization in global business 	<p>Kriteria: skala persepsi</p> <p>Criteria: perception scale</p> <p>Teknik: non tes</p> <p>Technique: non test</p>		<p>Discussion, project based method</p> <p>[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]</p>	1,2,3 and 8	
10	<p>Memahami lingkungan politik, hukum, dan teknologi dalam manajemen global</p> <p>Understand the political, legal and technological environment in global management</p>	<ol style="list-style-type: none"> 1. Mampu menjelaskan hukum yang berlaku didunia. 2. Mampu menjelaskan pengaruh politik dalam operasi global. 3. Mampu menjelaskan pengaruh teknologi terhadap hubungan global. 1. Being able to explain the applicable law in the world. 	<p>Kriteria: analitik</p> <p>Criteria: analytical</p> <p>Teknik: non tes</p> <p>Technique: non test</p>		<p>Discussion, project based method</p> <p>[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]</p>	1,2,3,5,6 and 8	5%

		<p>2. Being able to explain the political influence in global operations.</p> <p>3. Being able to explain the influence of technology on global relations.</p>					
11	<p>Memahami pengaruh budaya dalam operasi global</p> <p>Understanding the influence of culture in global operations</p>	<p>1. Mampu menjelaskan tentang pengaruh budaya dalam operasi manajemen global</p> <p>1. Able to explain about the influence of culture in global management operations</p>	<p>Kriteria: analitik</p> <p>Criteria: analytical</p> <p>Teknik: non tes</p> <p>Technique: non test</p>		<p>Discussion, project based method</p> <p>[PB: 1x(3x50")]</p> <p>[PT+KM: (1+1)x(3x60")]</p>	1,2,3,4,5,6, 7, and 8	5%
12	<p>Memahami tentang manajemen strategi dalam manajemen global</p> <p>Understand about strategic management in global management</p>	<p>1. Mampu menjelaskan tentang manajemen strategi dalam manajemen global</p> <p>1. Able to explain strategic management in global management</p>	<p>Kriteria: holistik</p> <p>Criteria: holistic</p> <p>Teknik: tes</p> <p>Technique: test</p>		<p>Discussion, project based method</p> <p>[PB: 1x(3x50")]</p> <p>[PT+KM: (1+1)x(3x60")]</p>	1,2 and 8	5%
13-14	<p>Memahami pengembangan HR Global</p> <p>Understanding Global HR development</p>	<p>1. Mampu menjelaskan indikator pengembangan HR Global</p> <p>2. Mampu menjelaskan teknik pengembangan HR Global</p> <p>3. Mampu membedakan HR Nasional dengan HR Global</p> <p>1. Able to explain Global HR development indicators</p> <p>2. Able to explain Global HR development techniques</p>	<p>Kriteria: skala persepsi</p> <p>Criteria: perception scale</p> <p>Teknik: non tes</p> <p>Technique: non test</p>		<p>Discussion, project based method</p> <p>[PB: 2x(3x50")]</p> <p>[PT+KM: (2+2)x(3x60")]</p>	1,2,3,4,5,6, 7, and 8	5%

		3. Able to distinguish National HR with Global HR					
15	Persyaratan manajer Global dan manajer masa depan Global manager requirements and future managers	1. Mampu menjelaskan persyaratan HR Global 2. Mampu menjelaskan Tantangan Manajer Masa depan 3. Mampu menjelaskan Elemen-elemen dalam HR Masa depan 1. Able to explain Global HR requirements 2. Able to explain the Challenges of Future Managers 3. Able to explain the Elements of Future HR	Kriteria: analitik Criteria: analytical Teknik: non tes Technique: non test		Discussion, project based method [PB: 1x(3x50'')] [PT+KM: (1+1)x(3x60'')]	1,2,3,4,5,6, 7, and 8	5%
16	Evaluasi Akhir Semester / Ujian Akhir Semester Final Semester Examination						30%

Catatan:

1. Capaian Pembelajaran PRODI (CPL-PRODI) adalah kemampuan yang dimiliki oleh setiap lulusan PRODI yang merupakan internalisasi dari sikap, penguasaan pengetahuan, dan keterampilan sesuai dengan jenjang prodinya yang diperoleh melalui proses pembelajaran.
2. CPL yang dibebankan pada mata kuliah adalah beberapa capaian pembelajaran lulusan program studi (CPL-PRODI) yang digunakan untuk pembentukan/ pengembangan sebuah mata kuliah yang terdiri dari aspek sikap, keterampilan umum, keterampilan khusus, dan pengetahuan.
3. CP Mata Kuliah (CPMK) adalah kemampuan yang dijabarkan secara spesifik dari CPL yang dibebankan pada mata kuliah, dan bersifat spesifik terhadap bahan kajian atau materi pembelajaran mata kuliah tersebut.
4. Sub-CP Mata Kuliah (Sub-CPMK) adalah kemampuan yang dijabarkan secara spesifik terhadap materi pembelajaran mata kuliah tersebut.
5. Indikator penilaian kemampuan dalam proses maupun hasil belajar mahasiswa adalah pernyataan spesifik dan terukur yang mengidentifikasi kemampuan atau kinerja hasil belajar mahasiswa yang disertai bukti-bukti.
6. Kriteria Penilaian adalah patokan yang digunakan sebagai ukuran atau tolak ukur ketercapaian pembelajaran dalam penilaian berdasarkan indikator-indikator yang telah ditetapkan. Kriteria penilaian merupakan pedoman bagi penilai agar penilaian konsisten dan tidak bias. Kriteria dapat berupa kuantitatif dan kualitatif.
7. Teknik penilaian: tes dan non-tes.
8. Bentuk pembelajaran: Kuliah, Responsi, Tutorial, Seminar atau yang setara, Praktikum, Praktik Studio, Praktik Bengkel, Praktik Lapangan, Penelitian, Pengabdian kepada Masyarakat, dan/atau bentuk pembelajaran lain yang setara.

9. Metode pembelajaran: Small Group Discussion, Role-play & simulation, discovery learning, self-directed learning, cooperative learning, collaborative learning, contextual learning, project-based learning, dan metode lainnya yang setara.
10. Materi pembelajaran adalah rincian atau uraian dari bahan kajian yang dapat disajikan dalam bentuk beberapa pokok dan sub-pokok bahasan.
11. Bobot penilaian adalah prosentase penilaian terhadap setiap pencapaian sub-CPMK yang besarnya proposional dengan tingkat kesulitan pencapaian sub-CPMK tersebut dan totalnya 100%.
12. PB=Proses Belajar, PT=Penugasan Terstruktur, KM=Kegiatan Mandiri.

Notes:

1. Learning Outcomes of Study Programs (CPL-PRODI) are abilities possessed by each graduate of the Study Program which are the internalization of attitudes, assignment of knowledge, and skills according to the level of study programs obtained through the learning process.
2. The CPL that is charged to the course is a number of learning outcomes for graduates of the study program (CPL-PRODI) which are used for the formation/development of a course consisting of aspects of attitudes, general skills, special skills, and knowledge.
3. Course CP (CPMK) is the ability that is specifically described from the CPL that is charged to the course, and is specific to the study material or learning material for the course.
4. Subject Sub-CP (Sub-CPMK) is the ability that is described specifically for the learning material of the course.
5. Indicators of the assessment of ability in the process and student learning outcomes are specific and measurable statements that identify the ability or performance of student learning outcomes accompanied by evidence.
6. Assessment Criteria are benchmarks used as measures or benchmarks for learning achievement in assessment based on predetermined indicators. The assessment criteria are guidelines for assessors so that the assessment is consistent and unbiased. Criteria can be both quantitative and qualitative.
7. Assessment techniques: test and non-test.
8. Forms of learning: Lecture, Response, Tutorial, Seminar or equivalent, Practicum, Studio Practice, Workshop Practice, Field Practice, Research, Community Service, and/or other equivalent forms of learning.
9. Learning methods: Small Group Discussion, Role-play & simulation, discovery learning, self-directed learning, cooperative learning, collaborative learning, contextual learning, project-based learning, and other equivalent methods.
10. Learning materials are details or descriptions of study materials that can be presented in the form of several main points and sub-topics.
11. The weight of the assessment is the percentage of assessment of each achievement of the sub-CPMK which is proportional to the level of difficulty of achieving the sub-CPMK and the total is 100%.
12. PB=Learning Process, PT=Structured Assignments, KM=Independent Activities