


39. PERFORMANCE MANAGEMENT

		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)		SEMESTE R	Tgl Penyusunan Compilation Date
Manajemen Kinerja Performance Management		MPB-PKW 160817	Sumber Daya Manusia Human Resources	T=3	P=0	6	
OTORISASI AUTHORIZATION		Pengembang RPS Developer		Koordinator RMK Coordinator		Ketua PRODI Head of the Study Program	
				Tutik Winarsih,SE.,MM.,CHCM Achmad Sholihin, ST.,MM		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				
		CPL3 PLO3	Lulusan mampu berkomunikasi secara efektif. Graduates are able to communicate effectively.				
		CPL4 PLO4	Lulusan mampu beradaptasi terhadap konteks permasalahan bisnis yang dihadapi dengan baik. Graduates are able to adapt to dealing with business problems.				
		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.				
		CPL9 PLO9	Lulusan mampu mengembangkan jiwa entrepreneurial leadership secara berkelanjutan Graduates are able to develop an entrepreneurial leadership spirit sustainably.				
		Capaian Pembelajaran Mata Kuliah (CPMK) Course Learning Outcome (CLO)					

CPMK1 CLO1	C2. Mahasiswa mampu menjelaskan teori perencanaan SDM dengan tepat C2. Students are able to explain performance management theory appropriately
CPMK2 CLO2	P5. Mahasiswa mampu menggunakan Teknologi Informasi dalam bidang Perencanaan SDM secara efektif. P5. Students are able to use Information Technology in performance management effectively.
CPMK3 CLO3	P5. Mahasiswa mampu mendesain keputusan strategis di bidang perencanaan SDM berdasarkan analisis lingkungan internal & lingkungan eksternal dan Sistem informasi SDM. P5. Students are able to design strategic decisions in performance management based on an analysis of the internal & external environment and HR information systems.
CPMK4 CLO4	A5. Mahasiswa mampu bertindak sesuai karakter Iman, cerdas, mandiri, jujur, peduli dan tangguh (Idaman Jelita) dalam kegiatan pembelajaran Perencanaan SDM. A5. Students are able to act religious, smart, independent, honest, caring, and resilient (Idaman Jelita) in performance management learning activities.
Kemampuan akhir tiap tahapan belajar (Sub-CPMK) Expected ability of each learning stage (Sub-CLO)	
Sub-CPMK1 Sub-CLO1	Mampu memahami dasar manajemen kinerja Able to understand the basics of performance management
Sub-CPMK2 Sub-CLO2	Mampu menjelaskan dan memahami proses manajemen kinerja Able to explain and understand the performance management process
Sub-CPMK3 Sub-CLO3	Mampu menjelaskan dan memahami praktek manajemen kinerja Able to explain and understand performance management practices
Sub-CPMK4 Sub-CLO4	Mampu memahami perencanaan kinerja dan perjanjian Able to understand performance planning and agreements
Sub-CPMK5 Sub-CLO5	Mampu memahami dan menjelaskan pengaturan manajemen kinerja Able to understand and explain performance management arrangements
Sub-CPMK6 Sub-CLO6	Mampu memahami dan menjelaskan peninjauan kinerja Able to understand and explain performance review
Sub-CPMK7 Sub-CLO7	Mampu memahami dan menjelaskan peramalan kinerja Able to understand and explain performance forecasting
Sub-CPMK8 Sub-CLO8	Mampu memahami dan menjelaskan peningkatan kinerja Able to understand and explain performance improvement
Sub-CPMK9 Sub-CLO9	Mampu memahami dan menjelaskan administrasi manajemen kinerja Able to understand and explain performance management administration
Sub-CPMK10 Sub-CLO10	Mampu memahami dan menjelaskan manajemen kinerja dan pembelajaran Able to understand and explain performance and learning management

	Sub-CPMK11 Sub-CLO11	Mampu memahami dan menjelaskan manajemen kinerja dan penghargaan Able to understand and explain performance management and rewards															
	Sub-CPMK12 Sub-CLO12	Mampu memahami dan menjelaskan umpan balik 360 derajat Able to understand and explain 360 degree feedback															
	Sub-CPMK13 Sub-CLO13	Mampu memahami dan menjelaskan peran manajemen kinerja Able to understand and explain the role of performance management															
	Sub-CPMK14 Sub-CLO14	Mampu memahami dan menjelaskan Pengantar dan pengembangan manajemen kinerja Able to understand and explain Introduction and development of performance management															
	Sub-CPMK15 Sub-CLO15	Mampu memahami dan menjelaskan Mempelajari manajemen kinerja Able to understand and explain Studying performance management															
	Sub-CPMK16 Sub-CLO16	Mampu memahami dan menjelaskan Mengevaluasi manajemen kinerja Able to understand and explain Evaluate performance management															
	Korelasi CPMK terhadap Sub-CPMK Correlation of CLO to Sub-CLO																
		Sub-CPMK1 Sub-CLO1	Sub-CPMK1 Sub-CLO1	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	Sub-CPMK12 Sub-CLO12	Sub-CPMK13 Sub-CLO13	Sub-CPMK14 Sub-CLO14	Sub-CPMK15 Sub-CLO15	Sub-CPMK16 Sub-CLO16
	CPMK1 CLO1	√	√	√	√	√	√		√	√	√	√	√	√	√	√	
	CPMK2 CLO2							√									√
	CPMK3 CLO3																
	CPMK4 CLO4																
Deskripsi Singkat MK Brief description of the course	Matakuliah ini berisi tentang konsep dasar manajemen kinerja karyawan yang meliputi urgensinya kinerja karyawan, konsepsi manajemen kinerja, metode penilaian kinerja, pengembangan kinerja karyawan, dan pengukuran kinerja karyawan. Metode pembelajaran dilaksanakan dengan sistem diskusi, tugas proyek, dan refleksi. This course contains the basic concepts of employee performance management which includes the urgency of employee performance, the conception of performance management, performance appraisal methods, employee performance development, and employee performance measurement. The learning method is carried out with a system of discussion, project assignments, and reflection.																
Bahan Kajian: Materi Pembelajaran Learning Materials	<ol style="list-style-type: none"> 1. Definition, objectives, characteristics, focus, understanding, performance management guidelines 2. Performance management cycle 3. E-reward, an electronic based performance reward 4. Development and performance plans, performance measurements and performance agreements 																

	<ol style="list-style-type: none"> 5. Continuous process of performance management 6. Review meeting performance, difficult issues, criteria, management style and feedback 7. Approaches, factors, methods, analysis of performance forecasting 8. Performance improvement, managerial level issues 9. Purpose, information from HRD 10. Learning opportunities, personal development 11. Financial and non-financial awards 12. Definition of use, development and implementation and criteria 13. Top manager, line manager, employee and HR roles 14. Approach to development, development framework, contextual factors 15. Rationale for performance management, skills, 16. Methods, characteristics of the approach and results 		
Pustaka References	<table border="1" style="width: 100%;"> <tr> <td style="width: 20%;">Utama: Primary:</td> <td></td> </tr> </table>	Utama: Primary:	
	Utama: Primary:		
	<ol style="list-style-type: none"> 1. HBR Guide to Performance Management. 2017. Harvard Business Review 2. Aguinis, Herman. 2013. Performance Management. 3rd Edition. Pubs: Pearson 3. James W. Smither and Manuel London, Editors. 2009. Performance management: putting research into action. John Wiley and Sons, Inc. 4. Aguinis, Herman. 2013. Performance Management. 3rd Edition. Pubs: Pearson 5. James W. Smither and Manuel London, Editors. 2009. Performance management: putting research into action. John Wiley and Sons, Inc. 6. Elaine D. Pulakos. 2009. Performance Management A New Approach for Driving Business Results. A John Wiley & Sons, Ltd., Publication. Casio, F. Wayne. 2012. Managing Human Resources. New York: McGraw-Hill International. 7. Monday, R. Wayne and Robert M. Noe. 2005. Human Resources Management. New York: Allyn and Bacon. 8. Robert L. Mathis and John H. Jackson. 2011. Human Resources Management. Terjemahan. Jakarta: Salemba Empat. 9. Armstrong, Michael. 1928. Performance management: key strategies and practical guidelines 3rd ed 		
<table border="1" style="width: 100%;"> <tr> <td style="width: 20%;">Pendukung: Supplement:</td> <td></td> </tr> </table>	Pendukung: Supplement:		
Pendukung: Supplement:			
Dosen Pengampu Lecturers	Tutik Winarsih, SE., MM., CHCM Achmad Sholihin, ST., MM		
Matakuliah prasyarat Requirements course	Mahasiswa yang telah menempuh mata kuliah manajemen sumber daya manusia Students have taken Human Resource 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	Mahasiswa mampu memahami dasar manajemen kinerja Students are able to understand the basics of performance management	1.1. Dasar manajemen kinerja 1.1. Fundamentals of performance management	Kriteria: Rubrik holistik Criteria: Holistic rubric Bentuk non-tes: Meringkas materi kuliah Non-test form: Summarizing course material		Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture) Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang dasar manajemen kinerja Task 1: Compile a summary in the form of a paper on the basis of performance management	[[4], [5]	5

					[PB: 1x(3x50'')] [PT+KM: (1+1)x(3x60'')]		
2	<p>Mahasiswa mampu menjelaskan dan memahami proses manajemen kinerja</p> <p>Students are able to explain and understand the performance management process</p>	<p>2.1. Proses manajemen kinerja</p> <p>2.1. Performance management process</p>	<p>Kriteria: Rubrik holistik</p> <p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form: Summarizing course material</p>		<p>Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang proses manajemen kinerja</p> <p>Task 1: Compile a summary in the form of a paper on the performance management process</p> <p>[PB: 1x(3x50'')] [PT+KM: (1+1)x(3x60'')]</p>	[[4], [5]]	5
3	<p>Mahasiswa mampu menjelaskan dan memahami praktek manajemen kinerja</p>	<p>3.1. Praktek manajemen kinerja</p> <p>3.1. Performance management practice</p>	<p>Kriteria: Rubrik holistik</p> <p>Kriteria: Rubrik holistik</p>		<p>Discussion, project based method</p> <p>Google Classroom (diskusi)</p>	[[4], [5]]	5

	Students are able to explain and understand the practice of performance management		<p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form: Summarizing course material</p>	<p>(discussion) Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang praktek manajemen kinerja</p> <p>Task 1: Compile a summary in the form of a paper on performance management practices</p> <p>[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]</p>		
4	<p>Mahasiswa mampu memahami perencanaan kinerja dan perjanjian</p> <p>Students are able to understand performance planning and agreements</p>	<p>c. Perencanaan kinerja dan perjanjian</p> <p>4.1 Performance planning and agreements</p>	<p>Kriteria: Rubrik holistik</p> <p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form: Summarizing course material</p>	<p>Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang perencanaan kinerja dan perjanjian</p>	[[4], [5]	10

					<p>Task 1: Compile a summary in the form of a paper on performance planning and agreements</p> <p>[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]</p>		
5	<p>Mahasiswa mampu memahami dan menjelaskan pengaturan manajemen kinerja</p> <p>Students are able to understand and explain performance management arrangements</p>	<p>5.1. Mengatur kinerja selama satu tahun</p> <p>5.1. Manage performance for one year</p>	<p>Kriteria: Rubrik holistik</p> <p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form: Summarizing course material</p>	<p>Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang pengaturan manajemen kinerja</p> <p>Task 1: Compiling a summary in the form of a paper on performance management arrangements</p> <p>[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]</p>	[[4], [5]]	10	

<p>6</p>	<p>Mahasiswa mampu memahami dan menjelaskan peninjauan kinerja</p> <p>Students are able to understand and explain performance review</p>	<p>6.1. Meninjau kinerja 6.1. Reviewing performance</p>	<p>Kriteria: Rubrik holistik</p> <p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form: Summarizing course material</p>	<p>Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang peninjauan kinerja</p> <p>Task 1: Compile a summary in the form of a paper on performance review</p> <p>[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]</p>	<p>[[4], [5]</p>	<p>5</p>
<p>7</p>	<p>Mahasiswa mampu memahami dan menjelaskan peramalan kinerja</p> <p>Students are able to understand and explain performance forecasting</p>	<p>7.1. Meramalkan kinerja 7.1. Forecasting performance</p>	<p>Kriteria: Rubrik holistik</p> <p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form:</p>	<p>Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah</p>	<p>[[4], [5]</p>	<p>10</p>

			Summarizing course material		tentang peramalan kinerja Task 1: Compile a summary in the form of a paper on performance forecasting [PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]		
8	Evaluasi Tengah Semester / Ujian Tengah Semester Midterm Exam						
9	Mahasiswa mampu memahami dan menjelaskan peningkatan kinerja Students are able to understand and explain performance improvement	9.1. Meningkatkan kinerja 9.1. Improve the performance	Kriteria: Rubrik holistik Criteria: Holistic rubric Bentuk non-tes: Meringkas materi kuliah Non-test form: Summarizing course material		Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture) Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang peningkatan kinerja Task 1: Compile a summary in the form of a paper on performance improvement	[[4], [5]	5

					[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]		
10	<p>1. Mahasiswa mampu memahami dan menjelaskan administrasi manajemen kinerja</p> <p>2. Mahasiswa mampu memahami dan menjelaskan manajemen kinerja dan pembelajaran</p> <p>1. Students are able to understand and explain performance management administration</p> <p>2. Students are able to understand and explain performance management and learning</p>	<p>10.1. Administrasi manajemen kinerja</p> <p>10.2. Manajemen kinerja dan pembelajaran</p> <p>10.1 Performance management administration</p> <p>10.2 Performance and learning management</p>	<p>Kriteria: Rubrik holistik</p> <p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form: Summarizing course material</p>		<p>Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang administrasi manajemen kinerja dan pembelajaran</p> <p>Task 1: Compile a summary in the form of a paper on the administration of performance management and learning</p> <p>[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]</p>	[[4], [5]]	10
11	<p>Mahasiswa mampu memahami dan menjelaskan manajemen kinerja dan penghargaan</p>	<p>11.1. Manajemen kinerja dan penghargaan</p> <p>11.1. Performance management and rewards</p>	<p>Kriteria: Rubrik holistik</p> <p>Criteria: Holistic rubric</p>		<p>Discussion, project based method Google Classroom (diskusi) (discussion)</p>	[[4], [5]]	5

	Students are able to understand and explain performance management and rewards		<p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form: Summarizing course material</p>	<p>Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang manajemen kinerja dan penghargaan</p> <p>Task 1: Compile a summary in the form of a paper on performance management and rewards</p> <p>PB: 1x(3x50") [PT+KM: (1+1)x(3x60")]</p>		
12	<p>Mahasiswa mampu memahami dan menjelaskan umpan balik 360 derajat</p> <p>Students are able to understand and explain 360 degree feedback</p>	<p>12.1. Umpan balik 360 derajat</p> <p>12.1. 360 degree feedback</p>	<p>Kriteria: Rubrik holistik</p> <p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form: Summarizing course material</p>	<p>Discussion, project based method</p> <p>Google Classroom (diskusi) (discussion)</p> <p>Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang umpan balik 360 derajat</p>	[[4], [5]	10

					Task 1: Compile a summary in the form of a paper on 360-degree feedback [PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]		
13	Mahasiswa mampu memahami dan menjelaskan peran manajemen kinerja Students are able to understand and explain the role of performance management	13.1. Peran manajemen kinerja 13.1. Performance management role	Kriteria: Rubrik holistik Criteria: Holistic rubric Bentuk non-tes: Meringkas materi kuliah Non-test form: Summarizing course material		Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture) Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang peran manajemen kinerja Task 1: Compile a summary in the form of a paper on the role of performance management [PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]	[[4], [5]]	5
14	Mahasiswa mampu memahami dan	14.1. Pengantar dan pengembangan manajemen kinerja	Kriteria: Rubrik holistik		Discussion, project based method	[[4], [5]]	5

	<p>menjelaskan Pengantar dan pengembangan manajemen kinerja</p> <p>Students are able to understand and explain Introduction and development of performance management</p>	12.1. Introduction and development of performance management	<p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form: Summarizing course material</p>	<p>Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah tentang pengembangan manajemen kinerja</p> <p>Task 1: Compile a summary in the form of a paper on the development of performance management</p> <p>[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]</p>		
15	<p>1. Mahasiswa mampu memahami dan menjelaskan Mempelajari manajemen kinerja</p> <p>2. Mahasiswa mampu memahami dan menjelaskan Mengevaluasi manajemen kinerja</p>	<p>15.1. Mempelajari manajemen kinerja</p> <p>15.2. Mengevaluasi manajemen kinerja</p> <p>15.1. Studying performance management</p> <p>15.2. Evaluating performance management</p>	<p>Kriteria: Rubrik holistik</p> <p>Criteria: Holistic rubric</p> <p>Bentuk non-tes: Meringkas materi kuliah</p> <p>Non-test form:</p>	<p>Discussion, project based method Google Classroom (diskusi) (discussion) Google Meet (kuliah) (lecture)</p> <p>Tugas 1: Menyusun ringkasan dalam bentuk makalah</p>	[[4], [5]	10

	<ol style="list-style-type: none"> 1. Students are able to understand and explain Studying performance management 2. Students are able to understand and explain Evaluating performance management 		Summarizing course material		<p>tentang evaluasi manajemen kinerja</p> <p>Task 1: Compile a summary in the form of a paper on performance management evaluation</p> <p>[PB: 1x(3x50")] [PT+KM: (1+1)x(3x60")]</p>		
16	Evaluasi Akhir Semester / Ujian Akhir Semester Final Semester Examination						

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.