

SATUAN ACARA PERKULIAHAN
PENGEMBANGAN SUMBERDAYA MANUSIA

Oleh :

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DEPARTEMEN TEKNOLOGI INDUSTRI PERTANIAN
FAKULTAS TEKNOLOGI PERTANIAN
INSTITUT PERTANIAN BOGOR

2016

Course Syllabus

Human Resource Development

Course title	Human Resource Development		
Course code: TIN212	Credits: 2(2-0)	Semester: 4	Compulsory/optional: Compulsory
Coordinator's name	Prof. Dr. Ir. M. Syamsul Ma,arif, M.Eng	Instructor's name	Dr. Ir. Aji Hermawan Ir. Lien Herlina, M.Sc.
Main reference (Title, author, year) (maximum 3 references)	<ol style="list-style-type: none"> 1. M Syamsul Ma'arif and Lindawati Kartika. 2012. Manajemen Kinerja Sumber Daya Manusia. IPB Press 2. Chalofsky E Neal, Rocco S Tonette, and Morris L Michael. 2014. Handbook of Human Resource Development. Wiley 3. David McGuire. 2014. Human Resource Development, Second Edition. SAGE 		
Additional reference (Supplemental materials)	<ol style="list-style-type: none"> 1. Marchington, M. and Wilkinson, A. 2008. Human Resource Management at Work. 4th ed. London: CIPD 2. Amstrong, M. 2006. Handbook of Human Resources Management Prac. 10th Edition. London: Kogan Pace 3. Mathis, R.L. and Jackson, J.H. 2007. Human Resource Management, 12th edition. South-Western College 		
Brief description	This course discusses various aspects in human resource development (HRD) including strategy, empowerment, motivation, team building; and important functions in development including compensation, training, and industrial relations.		
Prerequisite	None.		
Course outcome	<ol style="list-style-type: none"> A. Understand and apply concepts of human resource management in an organization or industry. B. Explain various approaches in human resource development strategies C. Explain the concepts, principles, and advantages of human resource empowerment D. Explain the workers needs and personality type as well as the concepts and principles of motivation. E. Ability to motivate self and others F. Appropriate mastery and ability to work in team G. Analyse the basic function of HRD including compensation, training, and industrial relations 		
Relationship between course outcomes and student outcomes	1. Course outcomes A, B, C, D, E, F and G support student outcomes 1, 5, 6, 7, 8, 9, 10, 12 and 13..		
Offered to	The Study Program of Agroindustrial Technology-IPB and other study programs as elective course		
Topics to be covered	<ol style="list-style-type: none"> 1. Introduction to human resource development 2. Best practice human resource development 3. Best fit human resource development 4. Resource-based view human resource development 		

	5. Human resource empowerment 6. Motivation 7. Teamwork 8. Compensation 9. Training 10. Industrial relations				
ATSP Student Outcomes	1. An ability to select and apply the knowledge, techniques, skills, and modern tools of the discipline to broadly-defined engineering technology activities 5. An ability to function effectively as a member or leader on a technical team 6. An ability to identify, analyze, and solve broadly-defined engineering technology problems 7. An ability to apply written, oral, and graphical communication in both technical and non-technical environments; and an ability to identify and use appropriate technical literature 8. An understanding of the need for and an ability to engage in self-directed continuing professional development 9. An understanding of and a commitment to address professional and ethical responsibilities including a respect for diversity 10. A knowledge of the impact of engineering technology solutions in a societal and global context 12. An ability to accomplish the integration of system using appropriate analytical, computational, and application practices and procedures 13. An ability to apply knowledge of probability, statistics, engineering economic analysis and cost control, and other technical sciences and specialties necessary in the field of agroindustrial engineering technology				
Percentage	Knowledge	60 %	Facility/media	x	White board
	Skill	25 %		x	LCD projector
	Attitude	15 %		x	Computer
Activity, contact hours (hour/week)	Lecture	2 hours/week		x	Wifi
	Lab work	-		x	Sound system
	Tutorial	-			Courseware
	Others	-			Other:
Assessment	Assignment	10% (paper)			
	Examination	90 % (mid and final exams)			
	Quiz	-			

MAIN REFERENCE:

1. M Syamsul Ma'arif and Lindawati Kartika. 2012. Manajemen Kinerja Sumber Daya Manusia. IPB Press
2. Chalofsky E Neal, Rocco S Tonette, and Morris L Michael. 2014. Handbook of Human Resource Development. Wiley
3. David McGuire. 2014. Human Resource Development, Second Edition. SAGE

JADWAL DAN MATERI PERKULIAHAN

Week	Learning Outcomes	Topics	References	Lecturer
1.	Understand and apply concepts of human resource management in an organization or industry	✓ Introduction to human resource development	1,2,3	Syamsul
2.	Explain various approaches in human resource development strategies	✓ Best practice human resource development	1,2,3	Syamsul
3.		✓ Best fit human resource development	1,2,3	Syamsul
4.				Syamsul
5.				
6.		✓ Resource-based view human resource development	1,2,3	Aji
7.	Explain the concepts, principles, and advantages of human resource empowerment	✓ Human resource empowerment	1,2,3	Aji
<i>Midterm Exam</i>				
8.	Explain the workers needs and personality type as well as the concepts and principles of motivation	✓ Motivation	1,3	Lien
9.	Ability to motivate self and others	✓ Motivate self and others	1,2,3	Lien
10.	Appropriate mastery and ability to work in team	✓ Teamwork	1,2,3	Lien
11.	Analyse the basic function of HRD including compensation, training, and industrial relations	✓ Compensation	1,2,3	Lien
12.		✓ Training	1,3	Lien
13.		✓ Industrial relations	1,3	Lien
14.				
<i>Final Exam</i>				