



**Universitas Negeri Surabaya**  
**Faculty of Social and Legal Sciences,**  
**Bachelor of State Administration Study Program**

**Document Code**

**SEMESTER LEARNING PLAN**

Courses	CODE	Course Family	Credit Weight			SEMESTER	Compilation Date
Organization Theory	6320103119	Compulsory Study Program Subjects	T=3	P=0	ECTS=4.77	1	July 18, 2023
AUTHORIZATION	SP Developer	Course Cluster Coordinator	Study Program Coordinator				
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**Learning model** Project Based Learning

**Program Learning Outcomes (PLO)** PLO study program that is charged to the course

**PLO-8** Mastering theoretical concepts of administration and public policy.

**PLO-12** Collaborate and have concern for society and the environment.

**PLO-13** Able to communicate verbally and in writing in organizations and society.

**Program Objectives (PO)**

**PO - 1** Able to master organizational concepts and theories to realize the effectiveness of achieving organizational goals

**PO - 2** Able to master organizational concepts and theories to realize the effectiveness of achieving organizational goals

**PO - 3** Able to formulate alternative solutions to administrative and organizational problems in the public sector with various innovations based on organizational theory

**PO - 4** Able to work together and contribute to improving the quality of organizational management in social and state life

**PLO-PO Matrix**

P.O	PLO-8	PLO-12	PLO-13
PO-1			
PO-2			
PO-3			
PO-4			

**PO Matrix at the end of each learning stage (Sub-PO)**

P.O	Week															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
PO-1																
PO-2																
PO-3																
PO-4																

**Short Course Description** This course discusses the meaning of organization, the historical development of thought, the relationship between management and other sciences, the environment, structure, design, performance, organizational design. Apart from that, this course also discusses leadership, innovation, technology, pathology and ethics in organizations.

**References** **Main :**

- Denhart, RobertB. 2011. Theories of Public Organization. Wadsworth.
- Kusdi. 2010. Teori Organisasi danAdministrasi. Jakarta: Penerbit Salemba Humanika.
- Rainery, Hal G. 2010. Understanding and Managing Public Organizations. Jossey Bass

**Supporters:**

<b>Supporting lecturer</b>		Eva Hany Fanida, S.AP., M.AP. Trenda Aktiva Oktariyanda, S.AP., M.AP. Deby Febriyan Eprilianto, S.Sos., MPA. Ahmad Nizar Hilmi, S.AP., MPA. M. Noer Falaq Al Amin, SIP., M.KP. Revienda Anita Fitrié, S.I.P., M.P.A.					
Week-	Final abilities of each learning stage (Sub-PO)	Evaluation		Help Learning, Learning methods, Student Assignments, [ Estimated time]		Learning materials [ References ]	Assessment Weight (%)
		Indicator	Criteria & Form	Offline ( offline )	Online ( online )		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Students understand the basic properties of organizations	<ol style="list-style-type: none"> <li>1.Explain the definition of organization</li> <li>2.Explain the function of the organization</li> <li>3.Explain the principles of organization</li> </ol>	<p><b>Criteria:</b></p> <ol style="list-style-type: none"> <li>1.Accuracy in outlining the definition of organization</li> <li>2.2. Accuracy in explaining organizational theories and concepts</li> </ol> <p><b>Form of Assessment :</b> Participatory Activities</p>	<ul style="list-style-type: none"> <li>- Pulpit lecture</li> <li>- Discussion</li> <li>- Questions and answers 3 X 50</li> </ul>	<ul style="list-style-type: none"> <li>- Pulpit lecture</li> <li>- Discussion</li> <li>- Questions and answers 3 X 50</li> </ul>	<p><b>Material:</b> Basic Characteristics of Organizations <b>References:</b> <i>Denhart, RobertB. 2011. Theories of Public Organization. Wadsworth.</i></p>	5%
2	Able to analyze the history of organizational theory thinking and its relevance to modern organizations	<ol style="list-style-type: none"> <li>1.Explaining organizational theory from a classical perspective.</li> <li>2.Explaining organizational theory in a modern perspective.</li> <li>3.Explaining organizational theory in a post-modern perspective.</li> <li>4.Explaining metaphors in organizational theory</li> </ol>	<p><b>Criteria:</b></p> <ol style="list-style-type: none"> <li>1.Able to explain organizational theory from a classical perspective</li> <li>2.Able to explain organizational theory from a modern perspective</li> <li>3.Able to explain organizational theory in a post modern perspective</li> </ol> <p><b>Form of Assessment :</b> Participatory Activities</p>	<ul style="list-style-type: none"> <li>- Pulpit lecture</li> <li>- Discussion</li> <li>- Questions and answers 3 X 50</li> </ul>	<ul style="list-style-type: none"> <li>- Pulpit lecture</li> <li>- Discussion</li> <li>- Question and answer</li> </ul>	<p><b>Material:</b> History of Organizational Theory Thought <b>References:</b> <i>Denhart, RobertB. 2011. Theories of Public Organization. Wadsworth.</i></p>	5%
3	Students are able to understand and master the organizational environment	<ol style="list-style-type: none"> <li>1.Explain the meaning and elements of an organizational environment</li> <li>2.-Describes the remote environment</li> <li>3.-Describe the industrial environment</li> <li>4.-Describe the operating environment</li> <li>5.- Explain the theory of organizational &amp; environmental relationships</li> <li>6.-Explain administration in environmental analysis</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	<ul style="list-style-type: none"> <li>- Pulpit lecture</li> <li>- Question and answer. - Discussion 3 X 50</li> </ul>		<p><b>Material:</b> Organizational Environment <b>References:</b> <i>Denhart, RobertB. 2011. Theories of Public Organization. Wadsworth.</i></p>	5%

4	Students can understand and master organizational structure and design	<ol style="list-style-type: none"> <li>1.Explain the dimensions of organizational structure</li> <li>2.-Explain mechanical, organic and organizational bureaucracy</li> <li>3.- Explain the dynamic model of organizational structure</li> <li>4.-Explain the role of administration in preparing organizational design</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Organizational Structure and Design</p> <p><b>References:</b> <i>Denhart, RobertB. 2011. Theories of Public Organization. Wadsworth.</i></p>	7%
5	Students are able to understand and master organizational performance measurement	<ol style="list-style-type: none"> <li>1.-Explain the organization's work processes</li> <li>2.- Explain the factors that influence organizational performance</li> <li>3.-Explain methods of measuring organizational performance</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Organizational Performance Measurement</p> <p><b>References:</b> <i>Denhart, RobertB. 2011. Theories of Public Organization. Wadsworth.</i></p>	5%
6	Students are able to understand and master organizational leadership	<ol style="list-style-type: none"> <li>1.-Explain the difference between a manager and a leader</li> <li>2.-Explain the role of leaders in organizations</li> <li>3.-Explain the types of organizational leadership</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Organizational Leadership</p> <p><b>References:</b> <i>Denhart, RobertB. 2011. Theories of Public Organization. Wadsworth.</i></p>	5%
7	Students are able to understand and master organizational change and innovation.	<ol style="list-style-type: none"> <li>1.- Explain the meaning and types of organizational change</li> <li>2.- Explain organizational change management</li> <li>3.- Explain various views on organizational change</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Organizational Change and Innovation</p> <p><b>Reader:</b> <i>Kusdi. 2010. Organization and Administration Theory. Jakarta: Salemba Humanika Publishers.</i></p>	8%
8	Midterm exam	Students are able to do UTS well.	<p><b>Criteria:</b> Answers are explained appropriately</p> <p><b>Form of Assessment :</b> Participatory Activities, Tests</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50	-	<p><b>Material:</b> Material 1-7</p> <p><b>References:</b> <i>Rainery, Hal G. 2010. Understanding and Managing Public Organizations. Jossey Bass</i></p> <hr/> <p><b>Material:</b> Material 1-8</p> <p><b>References:</b> <i>Denhart, RobertB. 2011. Theories of Public Organization. Wadsworth.</i></p>	10%

9	Students can understand and master the use of organizational technology	<ol style="list-style-type: none"> <li>1.- Explain the typology of technology</li> <li>2.- Explaining Technology and Organizational Rubric Structure Holistically</li> <li>3.-Explain the role of administration in formulating organizational technology</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Organizational Technology</p> <p><b>Reader:</b> <i>Kusdi. 2010. Organization and Administration Theory. Jakarta: Salemba Humanika Publishers.</i></p>	5%
10	<ol style="list-style-type: none"> <li>1.Students can understand and master organizational pathology and health organizations</li> <li>2.</li> </ol>	<ol style="list-style-type: none"> <li>1.-Explain the trigger factors for organizational pathology</li> <li>2.-Explain the types of pathology organization</li> <li>3.-Explain the process of organizational rejuvenation</li> <li>4.- Explain the methods of health organization</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Organizational Pathology and Health Organizations</p> <p><b>Reference:</b> <i>Kusdi. 2010. Organization and Administration Theory. Jakarta: Salemba Humanika Publishers.</i></p>	5%
11	<ol style="list-style-type: none"> <li>1.Students can understand and master organizational pathology and health organizations</li> <li>2.</li> </ol>	<ol style="list-style-type: none"> <li>1.Explain the factors that trigger organizational pathology.</li> <li>2.Describe the types of pathology organization</li> <li>3.Explain the process of organizational rejuvenation</li> <li>4.Explain the methods of health organization</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Organizational Pathology and Health Organizations</p> <p><b>References:</b> <i>Rainery, Hal G. 2010. Understanding and Managing Public Organizations. Jossey Bass</i></p>	5%
12	Students are able to understand and dominate organizational learning	<ol style="list-style-type: none"> <li>1.Explain the importance of organization as a learning process.</li> <li>2.Explain the factors that influence learning organizations</li> <li>3.Explain the organizational learning process</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Organizational Learning</p> <p><b>References:</b> <i>Rainery, Hal G. 2010. Understanding and Managing Public Organizations. Jossey Bass</i></p>	7%

13	Students can understand and master relationships in organizations	<ol style="list-style-type: none"> <li>1.Explain the importance of relationships in organizations</li> <li>2.Explain the function of relationships in organizations</li> <li>3.Explain the factors that influence relationships in organizations</li> <li>4.Describes methods of building connections within organizations</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Relationships in Organizations</p> <p><b>References:</b> <i>Rainery, Hal G. 2010. Understanding and Managing Public Organizations. Jossey Bass</i></p>	5%
14	Students are able to understand and master organizational networks	<ol style="list-style-type: none"> <li>1.Explain the function of network organizations</li> <li>2.Explain the factors that influence network organization</li> <li>3.Explains methods for developing organizational networks</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Mastering Organizational Networks</p> <p><b>References:</b> <i>Rainery, Hal G. 2010. Understanding and Managing Public Organizations. Jossey Bass</i></p>	5%
15	Students can understand and master organizational ethics and culture	<ol style="list-style-type: none"> <li>1.Explain the differences between ethics and organizational culture</li> <li>2.Explain the role of ethics and culture in organizations</li> <li>3.Explain the factors that influence organizational ethics and culture</li> <li>4.Explain the types of ethics and organizational culture</li> <li>5.Explains methods of building ethics and organizational culture</li> </ol>	<p><b>Criteria:</b> Understanding of material and assignments</p> <p><b>Form of Assessment :</b> Participatory Activities</p>	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<p><b>Material:</b> Ethics and Organizational Culture</p> <p><b>Reference:</b> <i>Rainery, Hal G. 2010. Understanding and Managing Public Organizations. Jossey Bass</i></p>	8%

16	Students can understand and master organizational ethics and culture	<ol style="list-style-type: none"> <li>1.Explain the differences between ethics and organizational culture.</li> <li>2.Explain the role of ethics and culture in organizations</li> <li>3.Explain the factors that influence organizational ethics and culture</li> <li>4.Explain the types of ethics and organizational culture</li> <li>5.Explains methods of building ethics and organizational culture</li> </ol>	<b>Criteria:</b> Understanding of material and assignments  <b>Form of Assessment :</b> Test	- Pulpit lecture - Question and answer. - Discussion 3 X 50		<b>Material:</b> Material 9-15 <b>References:</b> <i>Rainery, Hal G. 2010. Understanding and Managing Public Organizations. Jossey Bass</i>	10%
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**Evaluation Percentage Recap: Project Based Learning**

No	Evaluation	Percentage
1.	Participatory Activities	85%
2.	Test	15%
		100%

**Notes**

1. **Learning Outcomes of Study Program Graduates (PLO - Study Program)** are the abilities possessed by each Study Program graduate which are the internalization of attitudes, mastery of knowledge and skills according to the level of their study program obtained through the learning process.
2. **The PLO imposed on courses** are several learning outcomes of study program graduates (CPL-Study Program) which are used for the formation/development of a course consisting of aspects of attitude, general skills, special skills and knowledge.
3. **Program Objectives (PO)** are abilities that are specifically described from the PLO assigned to a course, and are specific to the study material or learning materials for that course.
4. **Subject Sub-PO (Sub-PO)** is a capability that is specifically described from the PO that can be measured or observed and is the final ability that is planned at each learning stage, and is specific to the learning material of the course.
5. **Indicators for assessing** 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 a measure or measure of learning achievement in assessments based on predetermined indicators. Assessment criteria are guidelines for assessors so that assessments are consistent and unbiased. Criteria can be quantitative or qualitative.
7. **Forms of assessment:** 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 which can be presented in the form of several main points and sub-topics.
11. **The assessment weight** is the percentage of assessment of each sub-PO achievement whose size is proportional to the level of difficulty of achieving that sub-PO, and the total is 100%.
12. TM=Face to face, PT=Structured assignments, BM=Independent study.