



PORTFOLIO

Department of Agribusiness

Faculty of Agriculture

University of Islam Malang

Subject	Human Resource Management
Module Level, if available	Undergraduate Study Program of Agribusiness
Subject Code	MKB40623
Type of course	Compulsory Course
Credits	2 credits/ 3.4 ECTS
Semester	7
Prerequisite	-
Parallel Class	A
Module Description	This plant propagation course is a learning course that must be taken by undergraduate students of the Agribusiness Study Program in the seventh semester, weighing 3 credits. Through this course, students are expected to be able to provide knowledge and competencies to students about: human resource management in business organizations / companies that continue to develop, both locally, nationally, and internationally; able to understand and analyze issues and problems in Human Resource Management in the field of agribusiness comprehensively.
Learning Outcomes	The intended learning outcomes are: <ol style="list-style-type: none"> 1. Able to explain the importance of human resources in educational organizations / institutions as an asset in manifesting educational productivity. 2. Able to explain the functions of HRM 3. Able to identify problems related to the implementation of HRM functions in organizations 4. Able to Formulate ideas towards increasing the efficiency and effectiveness of MSDM in Organizations
Learning Content	After completing this subject students are able to: <ol style="list-style-type: none"> 1. Able to cooperate and have social sensitivity and concern for the community and the environment 2. Able to identify processes and planning in management 3. Mastered how to organize business in the field of agribusiness 4. Able to organize the preparation of personnel
Aims	Provide knowledge and competencies to students about: human resource management in business organizations / companies that continue to develop, both locally, nationally, and internationally; able to understand and analyze issues and problems in Human Resource Management in the field of agribusiness comprehensively.
Teaching Methods	Several methods applied in this course consist of lecturing, assignment, practice and group presentation. All these methods are applied on 1 parallel classes
Participant	<ul style="list-style-type: none"> • A class: 20 students from 7th semester, 3 from others semester
Teaching Attendance	<ul style="list-style-type: none"> • A total of 14 meetings were held totally (100%) by lecturers (class A) • In class A 20 students have an attendance rate 100% and 3 student have less than 50% attendance rate.
Evaluation System	The assessment components in this course consist of attendance, structured assignments, practicum, midterm exams and final exams. All these components are then combined to get the final score. Assessment matrix and sample questions are available in

	Appendix 1 and Appendix 2
Learning Result	<ul style="list-style-type: none"> • Achievement ILO in A Class CLO 1 = 73.91 (Excellent) CLO 2 = 72.83 (Excellent) CLO 3 = 68.48 (Satisfactory) CLO 4 = 72.83 (Excellent) <p>Complete achievement on average ILO can be seen on Appendix 3</p>
Statistical Distribution	<ul style="list-style-type: none"> • A Class, Grade distribution: A = 7 students, B = 11 students, C = 2 students, E = 3 students <p>Complete achievements on each CLO per student can be seen in Appendix 4</p>
Teaching Observation	<p>Materials were delivered in Indonesia. The student could understand the materials well.</p> <p>In A Class: there were 5 student poor on both CLO 1, 3 student poor on both CLO 2, 5 students poor on CLO 3, 5 student poor on CLO 4.</p>
Learning Constraints	A class: Lack of practice in the field about public relations and direct marketing and personal sales
Recommendation	A class: Paying more attention for students who hardly understand the materials

Appendix 1. Scoring Matrix

Nomenclature	Weight	Final Score	
		Letter Mark	Score average
Assignment	20%	A	80 – 100
Midle semester test	20%	B	70 - <80
Final semester test	20%	C	55 - <70
Practice	30%	D	50 - < 55
Presence	10%	E	0 - <50

Appendix 2. Question samples

PT “Barakah” is a national private company engaged in oil palm plantations, located in the interior of the island of Kalimantan. Currently planning to expand the plantation area to other areas but still in the same area. Based on the plan, it is known that there is a shortage of employees for the garden section with the position as "Supervisor (Foreman) of the plantation.

1. Make a job analysis for the position in tabular form.
2. Make a recruitment plan from the needs of the employees, namely:
 - a. Making job vacancies announcement!
 - b. Model and selection steps to be carried out in the form of a flow chart
 - c. Examples of initial interviews and in-depth interviews

Appendix 3. Achievement of CLO

A Class

Meetings	CLO 1 (%)	CLO 2 (%)	CLO 3	CLO 4 (%)
1	73.91			
2		72.83		
3			68.48	
4				72.83
Average	73.91	72.83	68.48	72.83
Predicate	EXCELLENT	EXCELLENT	SATISFACTORY	EXCELLENT

Standard

Std num-based AI		Weighted avg LO based AI	
70 <= AI	HIGH	70 <= AI	EXCELLENT
60 <= AI < 70	MEDIUM	60 <= AI < 70	SATISFACTORY
50 <= AI < 60	LOW	50 <= AI < 60	DEVELOPING
AI < 50	VERY LOW	AI < 50	UNSATISFACTORY

No.	NPM	NAMA	CLO 1 (%)	CLO 2 (%)	CLO 3 (%)	CLO 4 (%)
			Score	Score	Score	Score
1	21501032044	ARYA SUARNA	60	50	50	50
2	21501032060	RIZKI AHMAD SUBEKTI	80	76	82	83
3	21501032077	MOH. RIFQI AULAWI	70	70	60	70
4	21601032001	MOCH. JAILANI	70	60	0	0
5	21601032009	MUCHAMAD FAZRUL FALAQ	90	86	83	90
6	21601032029	DIAN MAYASARI	80	76	82	83
7	21601032036	ANAM PUJISASMITO	0	0	0	0
8	21601032039	TEGUH KURNIAWAN	60	80	80	80
9	21601032041	M. SYAFI'I	80	76	82	83
10	21601032042	MUHAMMAD FUAD MUSYOFI	70	70	80	80
11	21601032043	M. ARIF FIANTO	50	80	80	60
12	21601032056	MOH. MANSUR AR	50	85	80	60
13	21601032059	MOKHAMAD FATIKHIN	90	90	90	80
14	21601032064	MIFTAHUL HAMDHI	96	80	80	70
15	21601032076	AHMAD FAHMAN DZUL QARN	50	80	50	50
16	21601032086	HUDANNASHRUL YUNAS	60	80	80	65
17	21601032110	MOCHAMMAD UBAIDILLAH	0	0	0	0
18	21701032041	MUCHAMMAD RIDWAN ABDUL	83	83	75	80
19	21701032044	HARBI PRAMANA	90	90	90	90
20	21701032056	MOCH. HELMI FAUZI	80	80	90	90
21	21701032089	LIKAH TRISNA ROSIDAH	80	80	81	79
22	21701032095	RIZKI ZULKARNAIN	85	82	78	80
23	21701032103	JAENAH ELMI	70	85	80	80

C Class

Matrik Rekap Nilai Akhir Mahasiswa																					
No.	NPM	Nama	Sub-CPMK/BOBOT (Nilai Harian)												UTS	UAS	Angka	Huruf			
			1		2		3		4		5		6						Skala 4	Skala 100	
			skala 4*15%	skala 4 *15%	skala 4*15%	skala 4*15%	skala 4*15%	skala 4*25%	skala 4*15%	Skala 4	Skala 100										
1	21501032011	SEVIN ARSYL MAJIID WAF	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	77.45	78	90	83.3	A	
2	21701032084	IZZAN FAIQOH	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	83.79	78	88	83.6	A	
3	21701032085	MUHAMMAD ALFI RIDHANSY	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	80.35	70	93	83.2	A	
4	21701032086	AHMAD SYAEKHUL UMAM	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	79.54	75	91	84.4	A	
5	21701032087	BIMA FAJAR BAHARI	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	83.56	85	90	87.0	A	
6	21701032088	MOHAMMAD AMRU UBAIDII	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	81.21	70	94	83.0	A	
7	21701032089	LIKAH TRISNA ROSIDAH	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	81.46	78	85	82.4	A	
8	21701032090	SALVITA AYU MAYANGSARI	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	82.93	83	90	86.9	A	
9	21701032091	ABDUL BARRY MARSIANOOR	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	81.46	73	90	82.4	A	
10	21701032092	WARDATUSH SHOLEHAH	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	77.07	78	94	86.0	A	
11	21701032093	NOVITA MAULIDINA	4	0.6	4	0.6	2	0.6	3	0.6	3	1	4	0.6	4	80.48	87	91	88.0	A	
12	21701032094	RIFIQ A'WANIL ABDI	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	85.59	70	96	83.8	A	
13	21701032095	RIZKI ZULKARNAIN	4	0.6	4	0.6	3	0.6	4	0.6	3	1	4	0.6	4	78.34	82	92	86.4	A	
14	21701032096	SITI ULIN NAFIQOH	4	0.6	4	0.6	4	0.6	4	0.6	3	1	4	0.6	3	76.08	70	94	83.6	A	
15	21701032097	NURUL FITRIA	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	83.56	76	93	86.0	A	
16	21701032098	ADIFIAN DWI PRANATA PU	0	0	0	0	0	0	0	0	0	0	0	0	0	81.32	0	0	7.5	E	
17	21701032100	FINA MIRAYANTI	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	81.04	73	94	85.5	A	
18	21701032101	RIZA FARADIBA	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	82.77	86	92	88.6	A	
19	21701032102	NUR LAILI 'IRFAN WAHYU	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	82.3	70	92	82.3	A	
20	21701032103	JAENAH ELMI	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	82.23	86	93	89.5	A	
21	21701032104	MAHMUDI	4	0.6	2	0.6	4	0.6	4	0.6	4	1	4	0.6	3	77.34	70	90	81.5	A	
22	21701032106	M. FAUZAN AKMALUDIN	4	0.6	4	0.6	4	0.6	3	0.6	4	1	4	0.6	4	81.09	70	90	83.0	A	
23	21701032107	NI MADE PUTRI AGUSTINI	3	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	68.32	70	90	82.0	A	
24	21701032109	ARIYADI	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	67.75	72	92	83.4	A	
25	21701032110	M. IMAM MUSTOFA	4	0.6	4	0.6	4	0.6	3	0.6	4	1	4	0.6	4	71.44	70	88	81.1	A	
26	21701032111	NATASHA ANGELINE	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	76.37	83	93	87.6	A	
27	21701032112	SURYADI	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	80.34	84	87	86.0	A	
28	21701032114	SHIVARA YAN FIRDAUSYA	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	65.66	80	92	85.8	A	
29	21701032115	SHINTA PRAMESTI SURYO	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	79.5	92	92	90.4	A	
30	21701032116	NUR KHABIBATUR ROHMAH	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	82.3	81	92	85.9	A	
31	21701032117	MUHAMMAD NAILUL AQSHC	3	0.45	3	0.45	3	0.45	3	0.45	3	0.75	3	0.45	3	79.09	70	84	78.5	B	
32	21701032118	FEBRIANTI MAGGELLANG	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	82.3	75	90	83.0	A	
33	21701032120	SITI NURHALIZA	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	81.18	77	94	86.7	A	
34	21701032122	DEVI INDAH MASFUFAH	4	0.6	4	0.6	4	0.6	3	0.6	4	1	4	0.6	4	82.98	70	92	82.3	A	
35	21701032124	TIARA MURSYIDAH	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	82.82	70	90	82.0	A	
36	21701032126	RINI LESTARI	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	73.8	70	87	80.8	A	
37	21701032127	HASAN AZZAKI AL ASKARI	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.6	4	77.25	83	82	83.7	A	
38	21701032128	NOVIA DWI ALASTIA	4	0.6	4	0.6	4	0.6	4	0.6	4	1	4	0.60	4	77.76	82	83	83.3	A	
			3.83	0.58	3.81	0.58	3.78	0.58	3.75	0.58	3.78	0.97	3.86	0.58	3.81					Prosentase Nilai Mahasiswa A	95%
			95.83	14.48	95.14	14.48	94.44	14.48	93.75	14.48	94.44	24.13	96.53	14.48	95.14					Prosentase Nilai Mahasiswa B	3%
																				Prosentase Nilai Mahasiswa C	0%
																				Prosentase Nilai Mahasiswa D	0%
																				Prosentase Nilai Mahasiswa E	3%
																				Nilai mahasiswa lulus	97%
																				Nilai mahasiswa tidak lulus	3%

No.	NPM	NAMA	CLO 1	CLO 2	CLO 3	CLO 4	CLO 5	CLO 6
			Score	Score	Score	Score	Score	Score
1	21501032011	SEVIN ARSYL MAJIID WAF	85	84	55	85	85	90
2	21701032084	IZZAN FAIQOH	88	82	86	90	88	83
3	21701032085	MUHAMMAD ALFI RIDHANSY	89	81	85	85	80	86
4	21701032086	AHMAD SYAEKHUL UMAM	90	82	87	90	75	80
5	21701032087	BIMA FAJAR BAHARI	90	80	87	90	85	80
6	21701032088	MOHAMMAD AMRU UBADILL	89	83	85	85	80	86
7	21701032089	LIKAH TRISNA ROSIDAH	90	80	87	90	85	80
8	21701032090	SALVITA AYU MAYANGSARI	85	85	85	90	90	85
9	21701032091	ABDUL BARRY MARSIANOOR	89	80	85	85	80	86
10	21701032092	WARDATUS SHOLEHAH	70	80	75	80	84	80
11	21701032093	NOVITA MAULIDINA	85	80	87	90	85	80
12	21701032094	RIFQI A`WANIL ABDI	90	90	89	90	85	89
13	21701032095	RIZKI ZULKARNAIN	90	75	80	70	85	80
14	21701032096	SITI ULIN NAFIQOH	70	80	75	80	75	80
15	21701032097	NURUL FITRIA	90	80	87	90	85	80
16	21701032098	ADIFIAN DWI PRANATA PU	90	80	87	90	85	80
17	21701032100	FINA MIRAYANTI	89	80	85	85	80	86
18	21701032101	RIZA FARADIBA	85	80	55	84	90	80
19	21701032102	NUR LAILI `IRFAN WAHYU	89	80	85	85	80	86
20	21701032103	JAENAH ELMI	90	80	87	92	85	85
21	21701032104	MAHMUDI	70	80	75	80	75	80
22	21701032106	M. FAUZAN AKMALUDIN	90	80	87	90	85	85
23	21701032107	NI MADE PUTRI AGUSTINI	80	55	65	65	70	90
24	21701032109	ARIYADI	70	60	65	65	70	75
25	21701032110	M. IMAM MUSTOFA	70	60	65	67	80	80
26	21701032111	NATASHA ANGELINE	50	60	70	90	85	80
27	21701032112	SURYADI	90	80	87	90	85	80
28	21701032114	SHIVARA YAN FIRDAUSYA	90	80	60	80	55	70
29	21701032115	SHINTA PRAMESTI SURYO	89	80	85	85	80	86
30	21701032116	NUR KHABIBATUR ROHMAH	90	80	87	90	85	80
31	21701032117	MUHAMMAD NAILUL AQSHO	90	55	85	90	85	80
32	21701032118	FEBRIANTI MAGGELLANG	90	80	87	90	85	80
33	21701032120	SITI NURHALIZA	90	80	87	90	85	80
34	21701032122	DEVI INDAH MASFUFAH	90	80	85	90	85	80
35	21701032124	TIARA MURSYIDAH	90	80	83	90	85	80
36	21701032126	RINI LESTARI	90	80	87	90	90	85
37	21701032127	HASAN AZZAKI AL ASKARI	90	90	90	95	90	90
38	21701032128	NOVIA DWI ALASTIA	85	80	75	80	75	80