

**Surabaya State University**  
**Faculty of Social Sciences and Law**  
**Undergraduate of Public Administration Sciences**

**Document Code**

**Lesson Plan**

| Courses                         |                                                                                                                                                                                                                                    | Code                                                                                                                                                       | Cluster                                              | Credits                      | Semester | Compilation Date              |
|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|------------------------------|----------|-------------------------------|
| Organization Theory             |                                                                                                                                                                                                                                    | 4062123015                                                                                                                                                 | Principles of Management,<br>Basis of Administration | 3                            | 2        | 2023                          |
| AUTHORIZATION                   |                                                                                                                                                                                                                                    | Lesson Plan Developer                                                                                                                                      |                                                      | Coordinator                  |          | Head of The Study Program     |
|                                 |                                                                                                                                                                                                                                    | 1. Dr. Prasetyo Isbandono, M.Sc<br>2. Eva Hany Fanida, S.AP., M.AP.<br>3. Trenda Aktiva Oktariyanda, S.AP., M.AP.                                          |                                                      | Dr. Prasetyo Isbandono, M.Sc |          | Eva Hany Fanida, S.AP., M.AP. |
| Learning Program Outcomes (PLO) | PLO                                                                                                                                                                                                                                |                                                                                                                                                            |                                                      |                              |          |                               |
|                                 | PLO-1                                                                                                                                                                                                                              | Able to master the theoritical concepts of public policy and administration                                                                                |                                                      |                              |          |                               |
|                                 | PLO-4                                                                                                                                                                                                                              | Able to communicate orally and in writing in organization and society                                                                                      |                                                      |                              |          |                               |
|                                 | PLO-7                                                                                                                                                                                                                              | Able to Formulate alternative solutions to administrative problems and public sector organizations                                                         |                                                      |                              |          |                               |
|                                 | PLO-10                                                                                                                                                                                                                             | Contribute to the improvement the quality of life in society and state                                                                                     |                                                      |                              |          |                               |
|                                 | Course Learning Outcomes (CLO)                                                                                                                                                                                                     |                                                                                                                                                            |                                                      |                              |          |                               |
|                                 | CLO-1                                                                                                                                                                                                                              | Able to master organizational concepts and theories to realize the effectiveness of achieving organizational goals                                         |                                                      |                              |          |                               |
|                                 | CLO-4                                                                                                                                                                                                                              | Able to work together and have concern to contribute to Formulating alternative solutions in public sector organizations                                   |                                                      |                              |          |                               |
|                                 | CLO-7                                                                                                                                                                                                                              | Able to Formulate alternative solutions to administrative problems and public sector organizations with various innovations based on organizational theory |                                                      |                              |          |                               |
|                                 | CLO-10                                                                                                                                                                                                                             | Able to work together and contribute to improving the quality of organizational management in community and state life                                     |                                                      |                              |          |                               |
| Description Course              | Able to improve the quality of organizational management by working together and contributing to formulating alternative solutions that pay attention to innovation based on organizational theory in public sector organizations. |                                                                                                                                                            |                                                      |                              |          |                               |

| <b>Learning Materials/Topics</b> |                     | 1. Definition and Nature of Organization<br>2. History of Organizational Theory Although<br>3. Organizational Environment<br>4. Organizational Structure and Design<br>5. Organizational Appearance<br>6. Organizational Leadership<br>7. Organizational Change and Innovation<br>8. Organization Technology<br>9. Organizational Pathology<br>10. Organizational Health<br>11. Learning Organization<br>12. Relationships in Organizations<br>13. Organization Network<br>14. Organizational Ethics and Culture |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                         |         |                    |         |  |
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| <b>References</b>                |                     | <b>Primary</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1. Harmon, MM dan Mayer, RT. 2014. Teori Organisasi untuk Administrasi Umum. Bantul: Kreasi Wacana<br>2. Denhart, Robert B. 2014. Teori Organisasi Publik Edisi <sup>ke -7</sup> . Wadsworth: Pembelajaran Cengage .<br>3. Gudono . 2017. Teori Organisasi Edisi 4. Yogyakarta: Penerbit Andi .                                                                                                                                                                                                          |                                         |         |                    |         |  |
|                                  |                     | <b>Supplementary</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 4. Winardi, J. 2017. Teori Organisasi dan Pengorganisasian. Jakarta: Raja Grafindo Persada.<br>5. Rainery , Hal G. 2014. Pengertian dan Pengelolaan Organisasi Publik Edisi Kelima. Jossey Bass.<br>6. Administrasi Jaminan Sosial AS. 2013. Rencana Strategis Badan: Mengamankan Nilai Untuk Amerika, Tahun Fiskal 2013–2016. Washington, DC: Administrasi Jaminan Sosial AS. <a href="http://www.socialsecurity.gov/asp/plan-2013-2016.pdf">http://www.socialsecurity.gov/asp/plan-2013-2016.pdf</a> . |                                         |         |                    |         |  |
| <b>Lecturer (s)</b>              |                     | 1. Dr. Prasetyo Isbandono, M.Sc<br>2. Eva Hany Fanida, S.AP., M.AP.<br>3. Trena Aktiva Oktariyanda, S.AP., M.AP.                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                         |         |                    |         |  |
| <b>Prerequisite</b>              |                     | Management Principles                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                         |         |                    |         |  |
|                                  |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                         |         |                    |         |  |
| Week                             | Learning Objectives | Assesment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Learning Activities and Time Allocation |         | Learning Resources | Scoring |  |
|                                  |                     | Indicators                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Criteria/Form/Type                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Offline                                 | On line |                    |         |  |
| (1)                              | (2)                 | (3)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | (4)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | (5)                                     | (6)     | (7)                | (8)     |  |

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| 1 | Students are able to understand the nature of the organization            | <ul style="list-style-type: none"> <li>- Explain definition organization</li> <li>- Explain function organization</li> <li>- Explain principles organization</li> </ul>                                                                                                                                                                                               | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | <b>- Learning Form:</b><br>Face to face Lecture<br><b>- Method :</b> Discovery Learning, Discussion Small Group<br><b>- Student Assignment</b><br>Discuss meaning , function And principle organization<br><b>- TM :1mg x (3 credits x 100")</b>                                          | - | 1,2,3 |  |
| 2 | Student capable understand and control history theory organization        | <ul style="list-style-type: none"> <li>- Describes organizational theory in a classical perspective</li> <li>- Describes organizational theory in a modern perspective</li> <li>- Explaining organizational theory in a postmodern perspective</li> <li>- Explaining metaphors in organizational theory</li> </ul>                                                    | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | <b>- Learning Form:</b><br>Face to face Lecture<br><b>- Method Problem Based Learning</b><br><b>- Student assignments:</b><br>Discuss the meaning, functions and principles of organization<br><b>- TM :1mg x (3 credits x 100")</b>                                                      |   | 1,2,3 |  |
| 3 | Students are able to understand and master the organizational environment | <ul style="list-style-type: none"> <li>- Explain understanding And element environment organization</li> <li>- Explain environment far</li> <li>- Explain environment industry</li> <li>- Explain environment operation</li> <li>- Explain the theory of organization-environmental relations</li> <li>- Describe administration in environmental analysis</li> </ul> | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | <b>- Learning Form :</b><br>Face to face Lecture<br><b>- Method Problem Based Learning</b><br><b>- Student Assignments</b><br>: Discuss element environment organization , environment away , industry , and connection organization-environment<br><b>- TM :1mg x (3 credits x 100")</b> |   | 1,2,3 |  |
| 4 | Students can understand and master organizational structure and design    | <ul style="list-style-type: none"> <li>- Describe the dimensions of the organizational structure</li> <li>- Describe the mechanical , organic , and organization bureaucratic</li> <li>- Describe the dynamic model of organizational structure</li> <li>- Explain the role of administration in preparing the organizational design</li> </ul>                       | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | <b>- Learning Form :</b><br>Face to face Lecture<br><b>- Method Problem Based Learning</b><br><b>- Student assignment:</b><br><b>Discuss the dimensions of organizational</b>                                                                                                             |   | 1,2,3 |  |

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|   |                                                                                   |                                                                                                                                                                        |                                                                  | <b>structure, mechanical, organic,</b><br>and organization<br>bureaucratic , dynamic<br>model structure<br>organization as well as<br>role administration in<br>compile design<br>organization<br>- <b>TM :1mg x (3 credits x 100")</b>                                                                      |  |       |  |
| 5 | Students are able to understand and master organizational perFormance measurement | - Describe the work process of the organization<br>- Explain factors that affect organizational performance<br>- Explain method measurement organizational performance | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | - <b>Learning Form :</b><br>Face to face Lecture<br>- <b>Method Problem Based Learning</b><br>- <b>Assignments :</b><br>Discuss organizational work processes, factors that influence organizational performance and organizational performance measurement methods<br>- <b>TM :1mg x (3 credits x 100")</b> |  | 1,2,3 |  |
| 6 | Students are able to understand and master organizational leadership              | - Explain difference between manager And <i>leader</i><br>- Explain role leader in organization<br>- Describe the types of organizational leadership                   | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | - <b>Learning Form :</b><br>Face to face Lecture<br>- <b>Method Problem Based Learning</b><br>- <b>Assignments :</b><br>Discuss difference between manager And <i>leader</i> , role leader in organizations and types of organizational leadership<br>- <b>TM :1mg x (3 credits x 100")</b>                  |  | 1,2,5 |  |

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| 7     | Students are able to understand and master organizational change and innovation.    | <ul style="list-style-type: none"> <li>- Explain the meaning and types of organizational change</li> <li>- Explain management change organization .</li> <li>- Explain various view about organizational change</li> </ul>                                        | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | <b>- Learning Form :</b><br>Face to face Lecture<br><b>- Method</b> <i>Problem Based Learning</i><br><b>- Student Assignment</b><br>Discuss understanding And type change organization , management change organization and various views on organizational change<br><b>- TM :1mg x (3 credits x 100")</b>                                         |  | 1,2,5   |  |
| 8     | <b>Mid-Semester Evaluation/Mid-Semester Examination</b>                             |                                                                                                                                                                                                                                                                   |                                                                  |                                                                                                                                                                                                                                                                                                                                                     |  |         |  |
| 9     | Students can understand and master the use of organizational technology             | <ul style="list-style-type: none"> <li>- Explain typology technology</li> <li>- Explain technology And organizational olistic Rubricstructure .</li> <li>- Explain the role of administration in Formulating organizational technology.</li> </ul>                | <b>Criteria:</b><br>H<br><b>Form :</b><br>Non Test               | <b>- Learning Form :</b><br>Face to face Lecture<br><b>- Method</b> <i>Problem Based Learning, Discovery Learning</i><br><b>- Student Assignment</b><br>Discuss typology technology , technology and organizational structure as well as the role of administration in Formulate technology organization .<br><b>- TM :1mg x (3 credits x 100")</b> |  | 1,2     |  |
| 10-11 | Students can understand and master pathology organization and health organization . | <ul style="list-style-type: none"> <li>- Explain factor trigger organizational pathology .</li> <li>- Explain types pathology organization .</li> <li>- Describe the organization's rejuvenation process</li> <li>- Explain method health organization</li> </ul> | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | <b>- Learning Form :</b><br>Face to face Lecture<br><b>- Method: Learning</b><br>Problem-Based Learning<br><b>- Student Assignment :</b><br>Discuss factor trigger organizational pathology , types of organizational pathology, health                                                                                                             |  | 1,2,3,4 |  |

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|    |                                                                   |                                                                                                                                                                                                                                                                                                                                            |                                                                  | process And method organizational health .<br>- <b>TM :2mg x (3 credits x 100")</b>                                                                                                                                                                                                                                                                                                                                                                             |  |       |  |
| 12 | Student capable understand and dominate the organization learning | <ul style="list-style-type: none"> <li>- Explain importance organization as a learning process.</li> <li>- Explain factors that affect the learning organization.</li> <li>- Explain process organization learning .</li> </ul>                                                                                                            | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | <ul style="list-style-type: none"> <li>- <b>Learning Form :</b><br/>Face to face Lecture</li> <li>- <b>Method : Study</b><br/>Learning based Problem</li> <li>- <b>Student Assignment :</b><br/>Discuss importance organization as a learning process, factors that influence learning and organization process learning organization .</li> <li>- <b>TM :1mg x (3 credits x 100")</b></li> </ul>                                                               |  | 4,6   |  |
| 13 | Student can understand And the relationship in organization .     | <ul style="list-style-type: none"> <li>- Explain the importance of relationships in organizations.</li> <li>- Describe the function of relationships within the organization.</li> <li>- Explain factors that affect relationships within the organization.</li> <li>- Explain method build connection within the organization.</li> </ul> | <b>Criteria:</b><br>Holistic Rubric<br><b>Form :</b><br>Non Test | <ul style="list-style-type: none"> <li>- <b>Learning Form :</b><br/>Face to face Lecture</li> <li>- <b>Method : learning</b><br/>PBL</li> <li>- <b>Student Assignment :</b> Discuss the importance of relationships in organizations, the function of relationships in organizations, the factors that influence relationships in organizations, and methods of building connection in organization .</li> <li>- <b>TM :1mg x (3 credits x 100")</b></li> </ul> |  | 4,5,6 |  |

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| 14    | Student capable understand and dominate the network organization.     | <ul style="list-style-type: none"><li>- Describe function network organization.</li><li>- Explain influencing factors network organization.</li><li>- Describe the development method organizational network.</li></ul>                                                                                                                                                                                              | <b>Criteria:</b><br>Analytical Rubric<br><b>Form :</b><br>Non-Test | <ul style="list-style-type: none"><li>- <b>Learning Form :</b><br/>Face to face Lecture</li><li>- <b>Method:</b> PBL learning</li><li>- <b>Student Assignments:</b><br/>Discuss function network organization , factors that influence organizational networks , and methods build network organization .</li><li>- <b>TM :1mg x (3 credits x 100")</b></li></ul>                                                                                                                                                   |  | 1,2,3,4,5,6 |  |
| 15-16 | Students can understand and master ethics and organizational culture. | <ul style="list-style-type: none"><li>- Explain the differences in ethics and organizational culture.</li><li>- Describe the role of ethics and culture in organizations.</li><li>- Describe the factors that influence ethics and organizational culture.</li><li>- Explain the types of ethics and organizational culture.</li><li>- Describe methods of establishing organizational ethics and culture.</li></ul> | <b>Criteria:</b><br>Analytical Rubric<br><b>Form :</b><br>Non-Test | <ul style="list-style-type: none"><li>- <b>Learning Form:</b><br/>Face to Face Lecture</li><li>- <b>Method : Study Learning based Problem</b></li><li>- <b>Student Assignment :</b> Discuss difference ethics and organizational culture, the role of ethics and organizational culture, factors that influence ethics and organizational culture, types of ethics and organizational culture and methods of developing ethics and organizational culture .</li><li>- <b>TM :2mg x (3 credits x 100")</b></li></ul> |  | 1,2,3,4,5,6 |  |
| 17    | End of Semester Evaluation / Final Semester Examination               |                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |  |             |  |