| UNESA Universitas Negeri Surabaya | **Universitas Negeri Surabaya**<br>**Faculty of Social Sciences and Law**<br>**Undergraduate of Public Administration Sciences** | **Document Code** |
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## Lesson Plan

| COURSE | Code | Cluster | Credits | Semester | Compilation Date |
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| **Organizational Behavior** | 4062112022 | | 2 | 3 | 2017 |

| AUTHORIZATION | Lesson Plan Developer | Coordinator | Head of Study Program |
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| | 1. Dra. Meirinawati, M.AP.<br>2. Trenda Aktiva Oktariyanda, S.AP., M.AP.<br>3. Deby Febriyan Eprilianto, S.Sos., MPA. | **Dra. Meirinawati, M.AP.** | **Eva Hany Fanida, S.AP., M.AP.** |

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| **Program Learning Outcome (PLO)** | **PLO** | |
| | PLO1 | Able to master the theoretical concepts of public policy and administration |
| | PLO4 | Able to communicate orally and in writing in organization and society |
| | PLO7 | Able to formulate alternative solutions to administrative problems in public sector organizations |
| | PLO11 | Cooperate and have concern for society and environment |
| | **Course Learning Outcome (CLO)** | |
| | CLO1 | Able to master the theoretical concepts of policy and public administration in the science of organizational behavior and its implementation |
| | CLO4 | Able to communicate orally and in writing in organizations and society whose application is based on the science of organizational behavior |
| | CLO7 | Able to formulate alternative solutions to administrative problems and organizational behavior in public sector organizations |
| | CLO11 | Cooperate and have concern for society and environment through the implementation of organizational behavior science |
| **Course Description** | This course discusses individual behavior and group behavior in managing the public sector effectively and efficiently | |
| **Learning Materials/ Topics** | 1. Definition, scope and objectives of organizational behavior<br>2. Historical developments and paradigms of organizational behavior (Max Weber, Henry Fayol, F.W. Taylor, the human relations movement, the Depression, the trade union movement, and the Hawrthorne discoveries)<br>3. Basic organizational behavior (biographical characteristics, abilities, and personality)<br>4. The process of perception and social perception in organizational behavior<br>5. Values and attitudes in organizational behavior<br>6. Theory of motivation in organizational behavior | |

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| | 7. Job satisfaction and learning in organizational behavior<br>8. Group dynamics in organizational behavior<br>9. Communication in organizational behavior<br>10. Leadership in organizational behavior<br>11. Conflict management in organizational behavior<br>12. Stress management in organizational behavior<br>13. Organizational culture<br>14. Organizational development | |
| **References** | **Primary:** | Herlambang, Susatyo. 2014. Perilaku Organisasi. Yogyakarta: Gosyen Publishing<br>Subkhi dan Jauhar. 2016. Pengantar Teori dan Perilaku Organisasi. Jakarta: PT. Prestasi Pustakaraya<br>Wardiah. 2016. Teori Perilaku dan Budaya Organisasi. Bandung: CV. Pustaka Setia<br>Meirinawati dan Utami. 2016. Perilaku Organisasi. Surabaya: Unesa University Press |
| | **Supplementary:** | Indrawijaya, Adam. 2014. Teori, Perilaku, dan Budaya Organisasi. Bandung: PT. Refika Aditama<br>Wibowo. 2013. Perilaku dalam Organisasi. Jakarta: Rajawali Press.<br>Thoha, Miftah. 2015. Perilaku Organisasi, Konsep Dasar dan Aplikasinya. Jakarta: Pt. Rajagrafindo Persada. |
| **Lecturer(s)** | 1. Dra. Meirinawati, M.AP.<br>2. Trenda Aktiva Oktariyanda, S.AP., M.AP.<br>3. Deby Febriyan Eprilianto, S.Sos., MPA. | |
| **Prerequisite** | - | |

| **Week** | **Learning Objectives** | **Assessment** | | **Learning Activities and Time Allotment** | **Learning Sources** | **Scoring** |
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| | | **Indicators** | **Criteria/Form/ Type** | **Offline** | | |
| **(1)** | **(2)** | **(3)** | **(4)** | **(5)** | **(7)** | **(8)** |
| **1** | Able to explain the meaning, scope and objectives of organizational behavior in a responsible and independent manner | Accuracy in explaining the meaning, scope and purpose of organizational behavior | **Criteria:** Holistic Rubric<br><br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br><br>• **Methods:** Discovery Learning, Contextual Learning through Group Discussions<br><br>• **Student assignment:** Discuss and explain the meaning, scope and purpose of organizational behavior | 1. Definition of organizational behavior<br>2. The scope of organizational behavior<br>3. The goals of organizational behavior | **5%** |

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| | | | | • **TM :1mg x (3 credits x 50")** | | |
| **2** | Able to provide an analysis of historical developments and paradigms of organizational behavior logically, critically, and systematically in various case studies of organizational behavior in the public sector | Accuracy in analyzing historical developments and paradigms of organizational behavior | **Criteria:** Holistic Rubric<br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br>• **Methods:** Discovery Learning, Contextual Learning through group discussions<br>• **Student assignments:** discuss and analyze historical developments and paradigms of organizational behavior<br>• **TM :1mg x (3 credits x 50")** | 1. Historical developments and paradigms of organizational behavior<br>2. Max Weber<br>3. Henry Fayol<br>4. F.W. Taylor<br>5. the human relations movement<br>6. period of depression<br>7. the trade union movement<br>**8.** Hawrthorne's invention | **5%** |
| **3** | Be able to identify and distinguish the basis of organizational behavior logically, critically and systematically in various case studies of organizational behavior in the public sector | Accuracy in identifying and distinguishing the basis of organizational behavior | **Criteria:** Holistic Rubric<br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br>• **Methods:** Discovery Learning, Contextual Learning through group discussions<br>• **Student Assignments:** Accuracy in identifying and distinguishing the basis of organizational behavior<br>• **TM :1mg x (3 credits x 50")** | 1. Basic organizational behavior<br>2. Biographical characteristics<br>3. Ability<br>**4.** Personality | **5%** |
| **4** | Be able to identify and distinguish social perception and perception processes in organizational behavior logically, critically, and systematically in various case studies of organizational behavior in the public sector | Accuracy in identifying and distinguishing the process of perception and social perception in organizational behavior | **Criteria:** Holistic Rubric<br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br>• **Methods:** Discovery Learning, Contextual Learning through group discussions<br>• **Student Assignment:** Discuss, identify and differentiate the process of | 1. The process of perception<br>2. Social perceptions in organizational behavior<br>3. Understand social perception | **5%** |

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| | | | | perception and social perception in organizational behavior<br>• **TM :1mg x (3 credits x 50")** | | |
| **5** | Able to analyze values and attitudes in organizational behavior logically, critically, systematically, and innovatively in various case studies of organizational behavior in the public sector | Accuracy in analyzing values and attitudes in organizational behavior | **Criteria:** Holistic Rubric<br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br>• **Methods:** Discovery Learning, Contextual Learning through group discussions<br>• **Student Assignments:** Discuss and analyze values and attitudes in organizational behavior<br>• **TM :1mg x (3 credits x 50")** | 1. Definition of values and attitudes<br>2. Value type<br>3. Source of attitude<br>4. Attitude type<br>5. Attitude and consistency | **5%** |
| **6-7** | Able to analyze the theory of motivation and job satisfaction in organizational behavior logically, critically, and systematically in various case studies of organizational behavior in the public sector | Accuracy in analyzing the theory of motivation and job satisfaction in organizational behavior | **Criteria:** Holistic Rubric<br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br>• **Methods:** Discovery Learning, Contextual Learning through Group Discussions<br>• **Student assignment:** Discuss and analyze the theory of motivation and job satisfaction in organizational behavior<br>• **TM :1mg x (3 credits x 50")** | 1. Definition of motivation<br>2. The theory of motivation<br>3. Characteristics of motivation<br>4. Job satisfaction<br>5. Factors driving job satisfaction<br>6. The effect of job satisfaction on employee performance<br>7. How to express dissatisfaction | **5%** |
| **8** | **Mid Semester Evaluation / Mid Semester Examination** | | | | | **15%** |
| **9-10** | Able to identify and analyze group dynamics in organizational behavior logically, critically, and | Accuracy in identifying and analyzing group dynamics in organizational behavior | **Criteria:** Holistic Rubric<br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture | 1. Definition of group<br>2. Stages of group development<br>3. Group formation theory | 5% |

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| | systematically in various case studies of organizational behavior in the public sector | | | • **Methods:** Discovery Learning, Contextual Learning through Group Discussions<br>• **Student assignments:** Discuss, identify and analyze group dynamics in organizational behavior<br>• **TM :1mg x (3 credits x 50")** | **4.** Stages/phases of group formation | |
| **11** | Able to analyze communication in organizational behavior logically, critically, and systematically in various case studies of organizational behavior in the public sector | Accuracy in analyzing the importance of communication in organizational behavior | **Criteria:** Holistic Rubric<br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br>• **Methods:** Discovery Learning, Contextual Learning through Group Discussions<br>• **Student assignments:** discuss and analyze the importance of communication in organizational behavior<br>• **TM :1mg x (3 credits x 50")** | 1. The function of communication in organizational behavior<br>2. Communication stage<br>3. Direction of communication<br>4. Barriers in communication<br>**5.** The key to effective communication | 5% |
| **12** | Able to analyze aspects of leadership and conflict management in organizational behavior logically, critically, systematically, and innovatively in various case studies of organizational behavior in the public sector | Accuracy in analyzing aspects of leadership and conflict management in organizational behavior | **Criteria:** Holistic Rubric<br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br>• **Methods:** Discovery Learning, Contextual Learning through Group Discussions<br>• **Student assignments:** discuss and analyze aspects of leadership and conflict management in organizational behavior<br>• **TM :1mg x (3 credits x 50")** | 1. Theory of leadership<br>2. Types of leadership<br>3. Leadership style<br>4. Psychology of leadership<br>5. Conflict<br>6. Views on conflict in organizations<br>7. Types of conflict | 10% |

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| **13** | Able to analyze stress management in organizational behavior logically, critically, and systematically in various case studies of organizational behavior in the public sector | Determination in analyzing stress management in organizational behavior | **Criteria:** Holistic Rubric<br><br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br><br>• **Methods:** Discovery Learning, Contextual Learning through Group Discussions<br><br>• **Student Assignments:** Discuss and analyze stress management in organizational behavior<br><br>• **TM :1mg x (3 credits x 50")** | 1. Understanding stress management<br>2. Signs of stress<br>3. As a result of stress<br>4. Stress management | 10% |
| **14** | Able to develop organizational culture logically, critically and systematically based on case studies of organizational behavior in the public sector | Accuracy in compiling organizational culture in the public sector | | • **Forms of Learning:** Face to Face Lecture<br><br>• **Method:** Learning Project Based Learning through group discussions<br><br>• **Student assignments:** discuss and develop organizational culture in the public sector in the form of a final report<br><br>• **TM :1mg x (3 credits x 50")** | 1. Organizational culture<br>2. Characteristics of organizational culture<br>3. The function of organizational culture<br>4. Levels in organizational culture | |
| **15** | Able to find, analyze and compile various organizational development innovations logically, critically, systematically, and innovatively based on various case studies of organizational behavior in the public sector | Accuracy in finding, analyzing and compiling various organizational development innovations | **Criteria:** Holistic Rubric<br><br>**Form :** Non Test | • **Forms of Learning:** Face to Face Lecture<br><br>• **Method:** Learning Project Based Learning through group discussions<br><br>• **Student assignments:** discussing, finding, analyzing and compiling various innovations in organizational | 1. The meaning and purpose of organizational development innovation<br>2. Organizational development techniques<br>3. Organizational development process | 5% |

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| | | | | development in the form of a final report<br>• **TM :1mg x (3 credits x 50")** | | |
| **16** | **End of Semester Evaluation / Final Semester Examination** | | | | | **15%** |