UNESA Universitas Negeri Surabaya	**Universitas Negeri Surabaya** **Faculty of Social Sciences and Law** **Undergraduate of Public Administration Sciences**	**Document Code**

Lesson Plan

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

AUTHORIZATION	Lesson Plan Developer	Coordinator	Head of Study Program
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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	Able to work together and communicate and care for the community by applying the science of organizational behavior to be able to formulate alternative solutions to problems in public sector organizations	
Learning Materials/ Topics	1. Definition, scope and objectives of organizational behavior 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) 3. Basic organizational behavior (biographical characteristics, abilities, and personality) 4. The process of perception and social perception in organizational behavior 5. Values and attitudes in organizational behavior 6. Theory of motivation in organizational behavior	

	7. Job satisfaction and learning in organizational behavior 8. Group dynamics in organizational behavior 9. Communication in organizational behavior 10. Leadership in organizational behavior 11. Conflict management in organizational behavior 12. Stress management in organizational behavior 13. Organizational culture 14. Organizational development	
References	**Primary:**	1. Herlambang, Susatyo. 2014. Perilaku Organisasi. Yogyakarta: Gosyen Publishing 2. Subkhi dan Jauhar. 2016. Pengantar Teori dan Perilaku Organisasi. Jakarta: PT. Prestasi Pustakaraya 3. Wardiah. 2016. Teori Perilaku dan Budaya Organisasi. Bandung: CV. Pustaka Setia 4. Meirinawati dan Utami. 2016. Perilaku Organisasi. Surabaya: Unesa University Press
	Supplementary:	5. Indrawijaya, Adam. 2014. Teori, Perilaku, dan Budaya Organisasi. Bandung: PT. Refika Aditama 6. Wibowo. 2013. Perilaku dalam Organisasi. Jakarta: Rajawali Press. 7. Thoha, Miftah. 2015. Perilaku Organisasi, Konsep Dasar dan Aplikasinya. Jakarta: Pt. Rajagrafindo Persada.
Lecturer(s)	1. Dra. Meirinawati, M.AP. 2. Trenda Aktiva Oktariyanda, S.AP., M.AP. 3. Deby Febriyan Eprilianto, S.Sos., MPA.	
Prerequisite	-	

Week	**Learning Objectives**	**Assessment**		**Learning Activities and Time Allotment**	**Learning Sources**	**Scoring**
		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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Methods:** Discovery Learning, Contextual Learning through Group Discussions • **Student assignment:** Discuss and explain the meaning, scope and purpose of organizational behavior	1. Definition of organizational behavior 2. The scope of organizational behavior 3. The goals of organizational behavior	**5%**

				• **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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Methods:** Discovery Learning, Contextual Learning through group discussions • **Student assignments:** discuss and analyze historical developments and paradigms of organizational behavior • **TM :1mg x (3 credits x 50")**	1. Historical developments and paradigms of organizational behavior 2. Max Weber 3. Henry Fayol 4. F.W. Taylor 5. the human relations movement 6. period of depression 7. the trade union movement **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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Methods:** Discovery Learning, Contextual Learning through group discussions • **Student Assignments:** Accuracy in identifying and distinguishing the basis of organizational behavior • **TM :1mg x (3 credits x 50")**	1. Basic organizational behavior 2. Biographical characteristics 3. Ability **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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Methods:** Discovery Learning, Contextual Learning through group discussions • **Student Assignment:** Discuss, identify and differentiate the process of	1. The process of perception 2. Social perceptions in organizational behavior 3. Understand social perception	**5%**

				perception and social perception in organizational behavior • **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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Methods:** Discovery Learning, Contextual Learning through group discussions • **Student Assignments:** Discuss and analyze values and attitudes in organizational behavior • **TM :1mg x (3 credits x 50")**	1. Definition of values and attitudes 2. Value type 3. Source of attitude 4. Attitude type 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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Methods:** Discovery Learning, Contextual Learning through Group Discussions • **Student assignment:** Discuss and analyze the theory of motivation and job satisfaction in organizational behavior • **TM :1mg x (3 credits x 50")**	1. Definition of motivation 2. The theory of motivation 3. Characteristics of motivation 4. Job satisfaction 5. Factors driving job satisfaction 6. The effect of job satisfaction on employee performance 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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture	1. Definition of group 2. Stages of group development 3. Group formation theory	5%

	systematically in various case studies of organizational behavior in the public sector			• **Methods:** Discovery Learning, Contextual Learning through Group Discussions • **Student assignments:** Discuss, identify and analyze group dynamics in organizational behavior • **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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Methods:** Discovery Learning, Contextual Learning through Group Discussions • **Student assignments:** discuss and analyze the importance of communication in organizational behavior • **TM :1mg x (3 credits x 50")**	1. The function of communication in organizational behavior 2. Communication stage 3. Direction of communication 4. Barriers in communication **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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Methods:** Discovery Learning, Contextual Learning through Group Discussions • **Student assignments:** discuss and analyze aspects of leadership and conflict management in organizational behavior • **TM :1mg x (3 credits x 50")**	1. Theory of leadership 2. Types of leadership 3. Leadership style 4. Psychology of leadership 5. Conflict 6. Views on conflict in organizations 7. Types of conflict	10%

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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Methods:** Discovery Learning, Contextual Learning through Group Discussions • **Student Assignments:** Discuss and analyze stress management in organizational behavior • **TM :1mg x (3 credits x 50")**	1. Understanding stress management 2. Signs of stress 3. As a result of stress 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 • **Method:** Learning Project Based Learning through group discussions • **Student assignments:** discuss and develop organizational culture in the public sector in the form of a final report • **TM :1mg x (3 credits x 50")**	1. Organizational culture 2. Characteristics of organizational culture 3. The function of organizational culture 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 **Form :** Non Test	• **Forms of Learning:** Face to Face Lecture • **Method:** Learning Project Based Learning through group discussions • **Student assignments:** discussing, finding, analyzing and compiling various innovations in organizational	1. The meaning and purpose of organizational development innovation 2. Organizational development techniques 3. Organizational development process	5%

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