Universitas Negeri
Surabaya

HUMAN CAPITAL

DEVELOPMENT PLAN

UNESA

FACULTY OF ECONOMICS AND BUSINESS

2020-2024

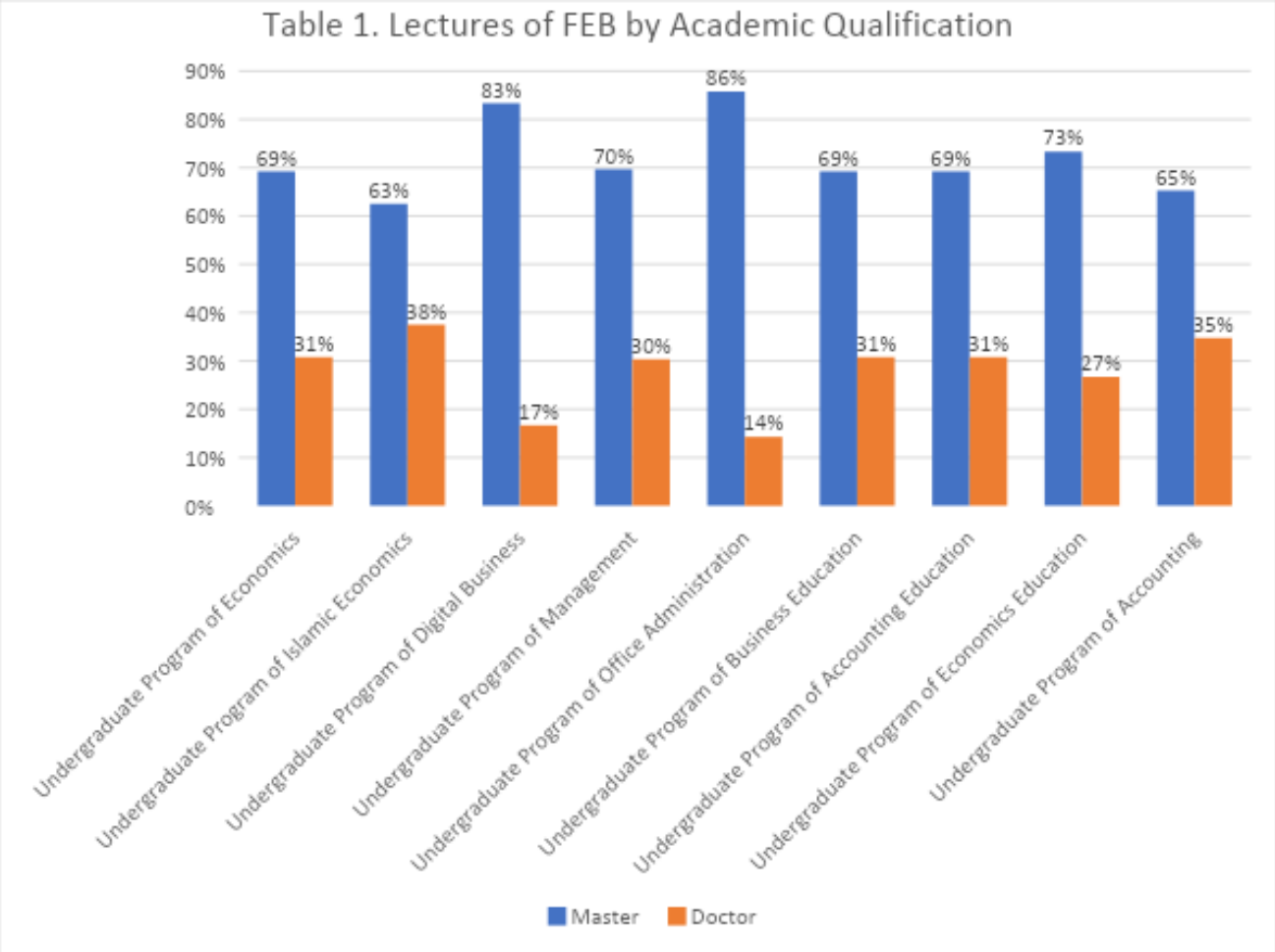
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HUMAN CAPITAL DEVELOPMENT PLAN

Human Resources at the Faculty of Economics and Business are classified into 2 data, namely lecturers and administrative staff. The explanation of these two data is:

1. Lectures

The Faculty of Economics and Business has 153 lecturers, of which 45 have doctoral qualifications, 108 have master's qualifications. As a step to improve lecturer education, the Faculty of Economics and Business provides opportunities for lecturers to undertake doctoral education both domestically and abroad. Currently there are 46 lecturers who are carrying out doctoral studies domestically and there are 3 lecturers who are carrying out doctoral studies abroad.



The distribution of lecturers at the Faculty of Economics and Business is divided into 3 types of employees, namely:

1) There are 117 Pegawai Negeri Sipil (PNS), consisting of xx lecturers who have Doctoral qualifications, xx Lecturers who have Masters qualifications.
2) There are 26 Permanent University Lecturers consisting of xx lecturers who have Doctoral qualifications, xx Lecturers who have Masters qualifications.
3) There are 10 PPPK lecturers consisting of 10 lecturers who have Master's qualifications.

2. Administrative Staff

The Administrative Staff of the Faculty of Economics and Business have various educational qualifications, of which 37 consist of 19 educational staff with bachelor's Education qualifications, 4 have master's Education qualifications, 2 have Diploma 3 and Diploma 4 Education qualifications.

1. There are 37 Administrative Staff of the Faculty of Economics and Business, 4 of them have master's Education qualifications, 19 people have Bachelor's Degree Education qualifications, 2 people have D3-Diploma Education qualifications.
2. There are 2 non-PNS administrative staff at the Faculty of Economics and Business with SMA/SMK qualifications.

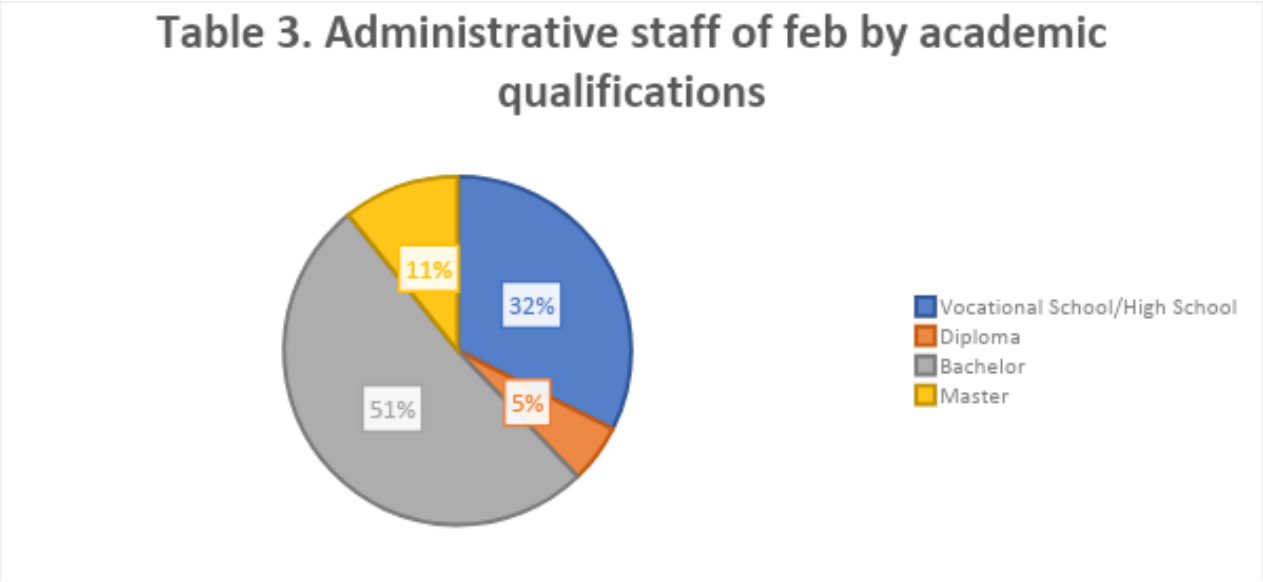


Image of Administrative Staff Based on Educational Qualifications

HUMAN RESOURCE DEVELOPMENT ROAD MAP

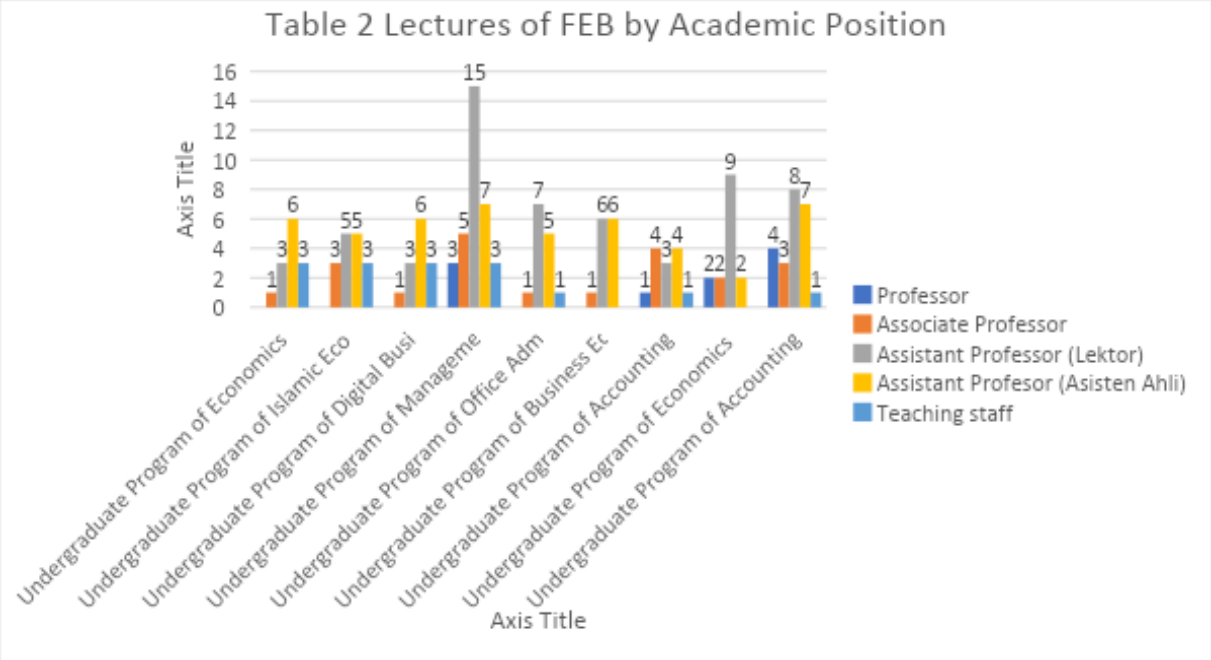
In general, the human resource development map at the Faculty of Economics and Business is based on the Unesa Milestones until 2045, namely stage 1 which is the achievement up to 2025, stage 3 is the plan and target for achievement in 2026-

2030, stage 4 is the plan and achievement targets for 2036-2040, and Stage 5 is the plan and achievement targets for 2041-2045 as presented in Figure 3. Currently Unesa is carrying out phase 1, namely Excellent University Governance and preparing to enter the Smart Research University phase.



Achievement 2011-2020:		
Lectures		
Doctor	:	343
Master	:	621
Total	:	964
Administrative Staff		
Doctor	:	1
Master	:	67
BA	:	164
Diploma	:	53
Sec. Edu	:	212
Total	:	650

Achievement 2021-2025:		
Lectures		
Doctor	:	1243
Master	:	121
Total	:	1364
Administrative Staff		
Doctor	:	10
Master	:	187
BA	:	371
Diploma	:	135
Sec. Edu	:	0
Total	:	703



The Human Capital Development Program for the 2020-2024 period is divided into 2 targets, namely lecturers and FEB Administrative staff in terms of quantity and quality. the explanation is as follows.

1. Lecturer

Based on the lecturer identification data presented in Figure 1 above, FEB plans Human Capital Development in terms of quantity and quality.

Quantity

1) Fulfillment of lecturer needs by considering the ideal lecturer-student ratio according to regulations. This effort has been carried out through recruitment by the Ministry of Education, Culture, Research and Technology and recruitment of contract lecturers by Unesa.
2) Encourage lecturers who have doctoral and master's qualifications to upgrade their education to doctoral qualifications. FEB has 46 lecturers with doctoral degrees or 39% of the total number of FEB lecturers. Currently there are 46 lecturers who are continuing their doctoral education at domestic universities and 3 lecturers are pursuing doctoral education abroad.

Quality

1) Unesa provides facilities for lecturers who have doctoral and master's qualifications to upgrade their education to master's and doctoral levels. This

facility is in the form of research grants given to lecturers who are conducting thesis and dissertation research.

2) Collaborative research. FEB lecturers are given convenience in carrying out collaborative research both domestically and abroad. Currently there are 5 ongoing domestic collaborative research and ongoing 5 domestic collaborative research.
3) Increasing Scientific Competence. Each study program provides facilities for lecturers to increase their scientific competence, such as taking part in certification, training and other activities at national and international levels which are related to increasing lecturer competence.
4) Visiting lectures. In developing collaboration, FEB lecturers are encouraged to conduct visiting lectures domestically and abroad to be able to improve their competence. In the last 5 years there have been five lecturers who have visited lectures abroad, such as to University Tun Hussein Onn and UiTM Malaysia.
5) Guest lecturer. This program provides opportunities for lecturers to undertake lecturer exchange programs both domestically and abroad. Currently, a domestic lecturer exchange program is underway.

DOCTORAL STUDY PLAN OF FACULTY OF ECONOMICS AND BUSINESS

1. Undergraduate Study Program of Accounting

No	Denomination (Rumpun)	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
1	Accounting	Lintang Venusita	Accounting	2017-now	Accounting	Public Sector Performance
2	Accounting	Made Dudy Satyawan	Accounting	2020-now	Accounting	Auditing
3	Accounting	Susi Handayani	Accounting	2021-now	Accounting	CSR
4	Accounting	Aisyaturrahmi	Accounting	2022-now	Accounting	Auditing
5	Accounting	Merlyana Dwinda Yanthi	Accounting	2022-now	Accounting	Information Systems
6	Accounting	Loggar Bhilawa	Accounting	2022-now	Accounting	Public Sector
7	Accounting	Cantikasari Siregar	Accounting	2022-now	Accounting	Information Systems
8	Accounting	Rediyanto Putra	Accounting	2023-now	Accounting	Financial Accounting
9	Accounting	Ambar Kusumaningsih	Accounting	2023-now	Accounting	Internal Audit

2. Undergraduate Study Program of Economics

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
1	Development Planning	Hendry Cahyono S.E., M.E	Economics	2017-now	Economics	Development Planning, Gender Equality
2	Economics Public	Kukuh Arisetyawan S.Pd., M,E	Economics	XXX	Economics	Employment, Disability

3. Undergraduate Study Program of Business Education

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
1	Business Education	Novi Marlena, S.Pd., M.Si.	Magister Management Science	2021-now	Economic Education	Human Resource Management
2	Business Education	Renny Dwijayanti, S.Pd., M.Pd.	Magister Economic Education	2021-now	Economic Education	Evaluation of business and management learning
3	Business Education	Septyan Budy Cahya, S.Pd., M.Pd.	Magister Economic Education	-	Economic Education	Business Economic
4	Business Education	Veni Rafida, S.Pd., M.Pd.	Magister Economic Education	-	Economic Education	Business Education
5	Economic Education	Putri Hestiningrum, S.Pd., M.Pd.	Magister Economic Education	-	Economic Education	Economic Behavior
6	Business Education	Angga Martha Mahendra, M.Pd	Magister Business and Management	-	Economic Education	Business Education
7	Business Education	Winaika Irawati, S.Pd., M.Pd	Magister Economic Education	-	Economic Education	Economic Education

4. Undergraduate Study Program of Islamic Economics

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
1	Islamic Marketing	Khusnul Fikriyah, S.E., M.SEI	Islamic Economics	2019-2023	Islamic Marketing	Islamic Business and Marketing
2	Islamic Finance	Clarashinta Canggih, S.E., CIFP.	Islamic Finance	2021-now	Islamic Finance	Islamic Finance
3	Islamic		Islamic Economics	2021-now	Islamic Finance	Islamic Finance

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
	Finance	Rachma Indrarini, S.EI., M.SEI.				

5. Undergraduate Study Program of Management

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
1	Marketing Management	Dra. Hj. Anik Lestari Andjarwati, MM.	Magister Management	January 2017-now	Marketing Management	Marketing Management
2	Marketing Management	Widyastuti, S.Si., M.Si.	Master Program in Mathematics	2019-now	Marketing Management	Digital marketing
3	Human Resources Management	Dwiarko Nugrohoseno, S.Psi., MM.	Magister Management	2017-now	Human Resources Management	Human Resources Management
4	Human Resources Management	Agus Frianto, ST., SE., M.M.	Magister Management	2021-now	Human Resources Management	Human Resources Management
5	Marketing Management	Nindria Untarini, SE., M.Si.	Magister Science Management	2017-now	Marketing Management	Marketing Management
6	Marketing Management	Monika Tiarawati, SE., M.M.	Magister Science Management	2019-now	Marketing Management	Marketing Management
7	Financial Management	Yuyun Isbanah, SE., M.SM.	Magister Science Management	Januari 2021-now	Financial Management	Green Finance

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
8	Financial Management	Trias Madanika K., SE., S.Pd., MM.	Magister Management	Januari 2021-now	Financial Management	Financial Management
9	Marketing Management	Rosa Prafitri Juniarti, SE., M.S.M.	Magister Science Management	Januari 2021-now	Marketing Management	Marketing Management
10	Human Resources Management	Nurul Indawati, SE., MM.	Magister Management	2021-now	Human Resources Management	Human Resources Management
11	Marketing Management	Tias Andarini Indarwati, SE., MM.	Magister Management	2021-now	Marketing Management	Marketing Management
12	Human Resources Management	Drs. Ec. Budiono, M.Si.	Magister Science Management	2023-now	Human Resources Management	Human Resources Management
13	Human Resources Management	Zainur Rahman, SE., M.Sc.	Magister Science Management	2023-now	Human Resources Management	Human Resources Management
14	Financial Management	Rasyidi Faiz Akbar, SE., MM.	Magister Management	2019-now	Financial and Strategic Management	Strategic Finance

6. Undergraduate Study Program of Economics Education

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
1	Economic Education	Dhiah Fitrayati, S.Pd,M.Pd	Economics	Economic Education	-	Microeconomics
2	Economic Education	M.Abdul Ghofur, S.E,M.Pd	Economic Education	-		Economic Learning Media
3	Economic Education	Riza Yonisa Kurniawan, S.Pd,M.Pd	Economic Education	Economic Education	-	Evaluation of Economic Education
4	Economic Education	Albrian Fiky Prakoso, S.Pd,M.Pd	Economic Education	Economic Education	-	Student Behavioral Economics Education
5	Economic Education	M.Arief Rafsanjani, S.Pd,M.Pd	Economic Education	-	Economic Education	Behavioral Economics
6	Economic Education	Heni Purwa Pamungkas, S.Pd,M.Pd	Economic Education	-	Educational Psychology	Microeconomics Learning
7	Economic Education	Eka Hendi Andriansyah, S.Pd,M.Pd	Economic Education	-	Education technology	Digital learning of Macroeconomics
8	Economic Education	Putri Ulfa Kamalia, S.Pd,M.Pd	Economic Education	-	Economic Education	Macro economics
9	Economic Education	Eka Indah Nurlaili, S.Pd,M.Pd	Economic Education	-	Economic Education	Entrepreneurship Education
10	Economic Education	Wida Wulandari, S.Pd,M.Pd	Economic Education	-	Economics	Micro Economics
11	Economic Education	Amirusholihin, M.Sc	Economics	-	Economics	Economic Development

7. Undergraduate Study Program of Office Administration

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
1	Office Administration Education	Durinda Puspasari, S.Pd., M.Pd	Economic Education	2021- Now		
2	Office Administration Education	Durinta Puspasari, S.Pd., M.Pd	Economic Education	2021- Now		
3	Office Administration Education	Triesninda Pahlevi, S.Pd., M.Pd.	Economic Education	2021- Now		
4	Office Administration Education	Brillian Rosy, S.Pd., M.Pd	Economic Education	2021- Now		
5	Office Administration Education	Lifa Farida Panduwinata, S.Pd., M.Pd	Economic Education	-		
6	Business Administration	Jaka Nugraha, S.AB., M.BA	Business Administration	-		
7	Business Administration	Choirul Nikmah, S.AB., M.BA	Business Administration	2020- Now		
8	Office Administration Education	Ruri Nurul Aeni Wulandari, S.Pd., M.Pd	Economic Education	-		

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
9	Office Administration Education	Novi Trisnawati, S.Pd., M.Pd	Economic Education	2021- Now		
10	Office Administration Education	Fitriana Rahmawati, S.Pd., M.Pd	Economic Education	-		
11	Office Administration Education	Febrika Yogie Hermanto, S.Pd., M.Pd	Economic Education	-		

8. Undergraduate Study Program of Accounting Education

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
1	Accounting Education	**Vivi Pratiwi, S.Pd., M.Pd.**	Economic Education	2024	UNNES	Learning Evaluation
2						

9. Undergraduate Study Program of Digital Business

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
1	Information Technology	Renny Sari Dewi S.Kom, M.Kom	Information Technology	2020-now	IT Audit	IT Costing

No	Denomination	Lecturer Name	Magister	Doctoral	Study Plan	Research Area
2	Technology Management	Hujjatullah Fazlurrahman SE., MBA	Business Administration	2021-now	Technology Management	Green Business
3	Technology Management	Hafid Kholidi Hadi S.E., MSM	Managerial Science	2021-now	Technology Management	Virtual Negotiation
4	Financial Management	Achmad Kautsar S.E., MM	Management	2021-now	Financial Management	Financial Management
5	Technology Management	Ika Diyah Candra Arifah S.E., M.Com	International Business	2021-now	Technology Management	E-Commerce

PROFESSORSHIP PLAN OF FACULTY OF ECONOMICS AND BUSINESS UNESA

No	Lecturer Name	Study Program	Magister	Doctoral	Professorship Plan Time	Expertise
1	Dr. Andre Dwijanto Witjaksono, S.T., M.Si	Masters in Management	Management	Economics	2024	Strategic Management
2	Dr. Norida Canda Sakti, M.Si	Masters in Economis Education	Economics and Accounting	Economis Education	2024	Economis Education
3	Dr. Agung Listiadi, S.Pd., M.Ak.	Masters in Economis Education	Accounting	Economis Education	2024	Digital Accounting Learning
4	Dr. H. Moch. Khoirul Anwar,	S3 Islamics Economics	Islamic Economics	Islamic Economics	2024	Islamic Economics

No	Lecturer Name	Study Program	Magister	Doctoral	Professorship Plan Time	Expertise
	S.Ag., MEI.					

2. Administrative Staff

Quantity

1) Fulfillment of administrative staff needs by considering workload through needs and position analysis
2) Encourage and facilitate administrative staff to conduct further studies.
3) Recruit only administrative staff with diploma or bachelor's qualifications through university leadership policy.

Quality

1) Continuing Education.
2) Providing workshops and training
3) Facilitate opportunities to learn English and technology and information.

EMPLOYEE DEVELOPMENT PLAN - FACULTY OF ECONOMICS AND BUSINESS

(INDIVIDUAL DEVELOPMENT PLAN)

No	NAME	EMPLOYEE DEVELOPMENT TRAINING PLAN				
		P1 TH 2020	P2 TH 2021	P3 TH 2022	P4 TH 2023	P5 TH 2024
1	Lusi Andriani S.H., M.H Noor Cahyo S.E., M.SI Sarni S,E	Housekeeping Technical Training	Technical Training for Procurement of Goods and Services	Course – Computer / IT	Technical Training – Computer/ IT	Technical Training – Public Service
2	Sutji Sri Ambarwati S.H Rina Rahayu Purwidaningrum S.Sos Eko Indaryanyo S.A.P Fajar Dewantoro S.Kom Tri Wahyudi S.Kom Mita Ramadhani Putri SIIP	Technical Training on Manuscript and Correspondence	Employee Personal Development Technical Training	Technical Training – Public Relations and Protocol	Technical Training – Computer/ IT	Technical Training – Public Service
3	Riska Febriana Pratiwi S.Pd., M.M Agil Putro Prakoso S.Ak Richard Jannuar Ade Irawan W., S.Ak. Nindy Cahya Feriska Sari S.E	BMN Management Technical Training	Technical Training for Procurement of Goods and Services	Benchmarking – Data Collection Management	Technical Training – Computer/ IT	Outbond