

**FAKULTAS EKONOMI DAN BISNIS**  
**Program Studi Akuntansi**

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## Silabus Teori organisasi

### Deskripsi

Mata kuliah ini bertujuan memberikan wawasan yang lebih baik tentang organisasi dan berbagai aspek perilakunya. Sehingga dapat membantu mahasiswa akuntansi untuk lebih dapat membaca dan memahami konteks akuntansi serta mahasiswa dapat mengembangkan topik-topik penelitian. Mata kuliah ini akan membahas teori dan aspek-aspek yang dapat mempengaruhi perilaku dalam organisasi (komitmen, loyalitas, sikap dan stres, motivasi, kinerja dan reward), aspek organisasi seperti kepemimpinan, budaya, komunikasi, struktur dan desain organisasi, serta perubahan dan proses dalam organisasi.

### Prasyarat

Mata kuliah prasyarat untuk mata kuliah ini adalah Pengantar Bisnis dan Manajemen

### Dosen Pengampu

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### Referensi

1. Gibson, Ivancevich, Donnelly, dan Konopaske, **Organizations: Behavior Structure and Processes** 11<sup>th</sup> edition, McGraw Hill, USA, 2003. (GID)
2. Gareth R.Jones, **Organizational Theory, Design, and Change** 4<sup>th</sup> edition, Prentice Hall, USA, 2003. (G)
3. Kusdi, Teori Organisasi dan Administrasi, Edisi 1, Salemba Humanika, 2013. (K)

### Materi Pertemuan

| TEMU | TOPIK                                   | MATERI   | Tugas                                      |
|------|---|--|--|
| 1.   | <b>SILABUS &amp; PENGANTAR</b>          | Penjelasan umum dan diskusi pertanyaan mendasar :<br>- Mengapa orang perlu berorganisasi<br>- Motivasi atau Latar Belakang munculnya organisasi<br>- Bagaimana mengukur efektivitas organisasi | Pembagian Kelompok berdasarkan Personality |
| 2.   | <b>BUDAYA ORGANISASI</b>                | • GID ch.2<br>Impact Assessment Of Corporate Culture On Employee Job Performance   | Kasus Terkini                              |
| 3.   | <b>STRUKTUR &amp; DESAIN ORGANISASI</b> | • G ch. 4<br>Does Organizational Structure Affect Firm Strategy and Performance<br>• G ch. 5<br>Considering Organization Structure & Design from Complexity Paradigm                           | Kasus Terkini                              |
| 4.   | <b>PERILAKU INDIVIDU</b>                | • GID ch. 4<br>Relationship Between Machiavellianism and Type A Personality and Ethical-Orientaion   | Kasus Terkini                              |
| 5.   | <b>DINAMIKA KELOMPOK</b>                | • GID ch.8   | Kasus Terkini                              |

|   |   |  |               |
|---|---|--|---------------|
|   |   | Team-personality: how to use relevant measurements to predict team-performance <ul style="list-style-type: none"><li>• K Bab 10</li></ul>  |               |
| 6.  | STRESS & KONFLIK  | <ul style="list-style-type: none"><li>• GID ch. 7</li><li>• Healthy Lifestyle as a Coping Mechanism for Role Stress in Public Accounting</li><li>• GID ch.9</li></ul> Task Versus Relationship Conflict, Team Performance, | Kasus Terkini |
| 7.  | MOTIVASI, KINERJA DAN REWARD                                    | <ul style="list-style-type: none"><li>• GID ch. 5 &amp; 6</li></ul> Using Expectancy Theory to Asses Student Motivation: An International Replication  | Kasus Terkini |
| UTS   |   |  |               |
| 8.  | KEPEMIMPINAN  | <ul style="list-style-type: none"><li>• GID ch.11</li></ul> What Leader Really Do? <ul style="list-style-type: none"><li>• GID ch.12</li></ul> Critical Role of Leadership on Ethical Climate and Salesperson Behaviors    | Kasus Terkini |
| 9.  | KOMUNIKASI  | <ul style="list-style-type: none"><li>• GID ch.15</li><li>• The Judgmental Effects of Management Communications and a Fifth Balanced Scorecard Category on Performance</li></ul>   | Kasus Terkini |
| 10.   | PENGAMBILAN KEPUTUSAN   | <ul style="list-style-type: none"><li>• GID ch.16</li></ul> The Value of Activity-Based Costing in Competitive Pricing Decisions <ul style="list-style-type: none"><li>• K Bab 5.</li></ul>                                | Kasus Terkini |
| 11.   | PERKEMBANGAN ILMU ORGANISASI & KEEFEKTIFAN ORGANISASI           | <ul style="list-style-type: none"><li>• Management and Organizational Behavior</li><li>• GID ch.1 &amp; G ch.1</li><li>• K Bab 1, 2, 8 dan 9</li></ul>   | Kasus Terkini |
| 12.   | PRESENTASI KASUS RIIL PILIHAN KELOMPOK DI SETIAP KELAS (SESI-1) |  |               |
| 13.   | PRESENTASI KASUS RIIL PILIHAN KELOMPOK DI SETIAP KELAS (SESI-2) |  |               |
| 14.   | PRESENTASI PANEL (2 KELOMPOK DIPILIH DARI MASING-MASING KELAS)  |  |               |
| UAS –KUMPUL PAPER YG SDH DIPERBAIKI (FINAL) |   |  |               |

## Penilaian

|                                      |     |                   |
|--------------------------------------|-----|-------------------|
| Ujian tengah semester (UTS):         | 30% | Individu          |
| Ujian akhir semester (UAS):          | 30% | Individu+Kelompok |
| Tugas kelompok+PRESENTASI KASUS RILL | 40% | Kelompok          |

### ACADEMIC MISCONDUCT

**Please note that academic and non-academic misconduct of any kind will not be tolerated. Severe penalties will be imposed.** Students are encouraged to examine the following definitions of undesirable conduct and to discuss them with their tutors/lecturers if necessary:

1. **Collusion** occurs when two or more individuals combine their efforts in order to deceive the tutor as to who is responsible for a particular piece of work;
2. **Co-operation** may be permitted by a tutor in certain circumstances, where a joint study effort, class presentation or group project forms an appropriate part of the overall assessment.
3. **Plagiarism** occurs when students use the ideas, word sentences, diagrams and other forms of work established prior to the particular student's submission, without acknowledging the source of the work used. This will include work, done by other students on previous occasions.