

**HUMAN CAPITAL DEVELOPMENT PLAN  
FACULTY OF SPORT SCIENCE 2021-2025**



**FACULTY OF SPORT SCIENCE  
SURABAYA STATE UNIVERSITY  
2021**

## HUMAN CAPITAL DEVELOPMENT PLAN

Human resources at the Faculty of Sports Science are classified in 2 data, namely lecturers and administrative staff. Here's an explanation of both data:

### 1. Lectures

The faculty of sports science has 109 lecturers consisting of 41% have doctoral qualifications, 53% have Master qualifications and there are 6% of lecturers who are doctors. As a step to improve lecturer education, the Faculty of Sports Science provides opportunities for lecturers in conducting doctoral education both domestically and abroad. Currently there are 19 lecturers who are conducting doctoral studies in the country and there are 2 lecturers who are carrying out doctoral education abroad.

### FIO Lecturers by education in each Study Program

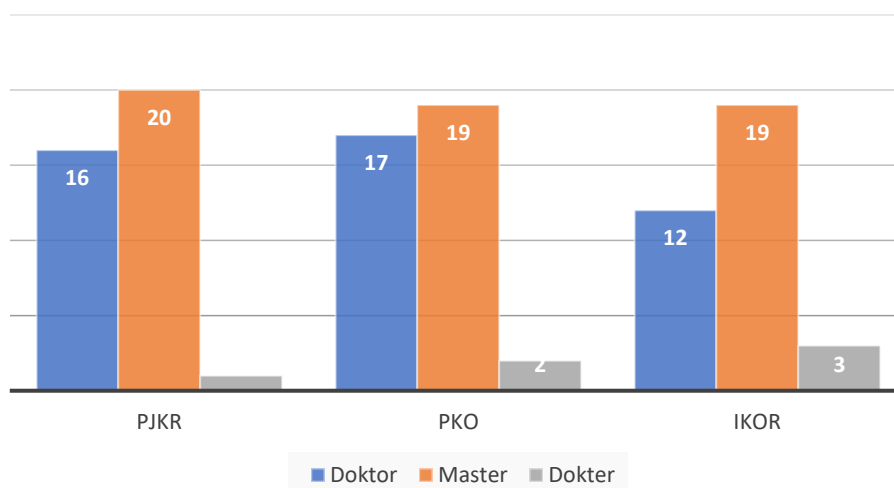


Table 1. Distribution of lecturers of the Faculty of Sports Science based on Educational Qualifications

The distribution of Lecturers of the Faculty of Sports Sciences is divided into 2 types of employees, namely:

1. Lecturers with civil servant status (PNS) numbering 94 lecturers consisting of 42 lecturers have Doctoral qualifications, 52 Lecturers have Master qualifications.
- 2) Non-Civil Servant Status Lecturers (Non-CIVILS) number of 15 lecturers consisting of 2 Doctor qualified lecturers, 7 Master qualified lecturers and 6 Doctor qualified lecturers.

### 1. Administrative Staff

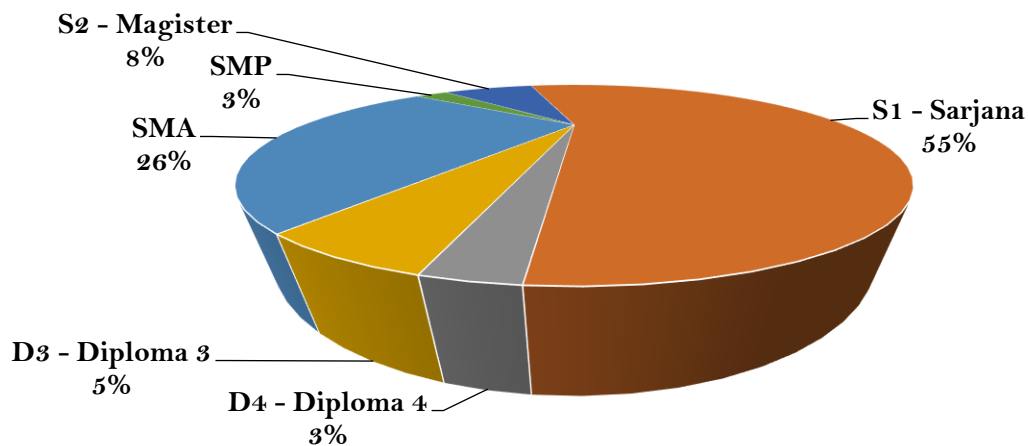
The Faculty of Sports Sciences has diverse Educational qualifications where 55% consist of qualified education personnel of Bachelor Education, 26% educated high school, 8% have Master Education qualifications, 5% have Diploma 3 and Diploma 4 Education qualifications, and there are 3% have junior education qualifications.

1. Administrative Personnel of the Faculty of Sports Sciences who are Civil Servants (PNS) numbering 18 Administrative Personnel, they have Master Education qualifications of 2 people, 10 people have S-1-Bachelor Education qualifications, 1 person has a D3-

Diploma Education qualification, 5 people have high school / vocational qualifications and 1 person has a junior education qualification.

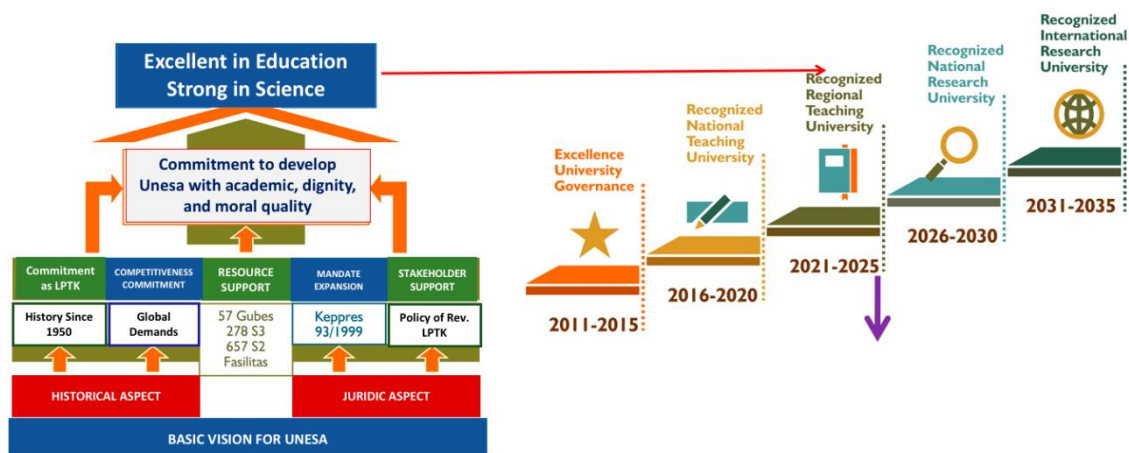
- Administrative Personnel of the Faculty of Sports Sciences who are not civil servants number 20 people who are divided into Master education qualifications of 1 person, qualified S1-Bachelor numbering 12 people, qualified D3 and D4 Diploma there are 1 person each, qualified high school / vocational school there are 5 people.

### Jumlah Jenjang Pendidikan Tendik / Tenaga Administrasi - FIO



### HUMAN RESOURCE DEVELOPMENT ROAD MAP

In general, in the program development map from FIO is based on Milestone Unesa until the year, namely stages 1 and 2 which are achievements up to 2020, stage 3 is the plan and target of achievement in 2021-2025, stage 4 is the plan and target of achievement in 2026-2030, and Phase 5 is the plan and achievement target for 2031-2035 as presented in Figure 3. Currently Unesa is entering phase 3, which is heading to a **Recognized Regional Teaching University**.



Achievement 2011-2020:

Lectures : 343  
Doctor :

Master	:	621
Total	:	964
Administrative Staff		
Doctor	:	1
Master	:	67
BA	:	164
Diploma	:	53
Sec. Edu	:	212
Total	:	650

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

#### Achievement 2021-2025:

The Human Capital Development Program for the period 2021-2025 is divided into 2 targets, namely lecturers and FIO Administration personnel in terms of quantity and quality. The explanation is as follows.

#### 1. Lecturer

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

#### Quantity

1. Meeting the needs of lecturers by considering the ideal lecturer-student ratio in accordance with the provisions. This effort has been done through recruitment by the Ministry of Education, Culture, Research and Technology and recruitment of contract lecturers by Unesa.
2. Encourage Lecturers who have Doctor and Magsiter qualifications to improve their education on doctoral qualifications. FIO has 45 lecturers with doctoral degrees or 41% of the total number of FIO lecturers. Currently there are 19 lecturers who are continuing Doctoral Education at domestic universities and 2 lecturers pursuing doctoral education abroad. In addition, there are 3 doctors who are carrying out Master's Education in the country.

#### Quality

1. Unesa provides facilities for lecturers who have doctor and master qualifications to improve their education at the level of masters and doctorates. The facility is in the form of research grants given to lecturers who are conducting thesis research and desertion.
2. Collaborative research. FIO lecturers are given ease in the implementation of collaborative research both domestically and abroad. Currently there are 2 ongoing domestic collaboration research and domestic collaboration research that is also still ongoing.
3. Increase in scientific competence. Each study program provides facilities for lecturers in improving scientific competence such as following certifications, training and other activities that have a relationship with the improvement of lecturer competence.
4. Short Course. In the development of cooperation, FIO lecturers are encouraged to do short courses domestically and abroad in order to be able to improve their competence. Salama 5 years ago there have been lecturers who do shortcourses abroad namely in

Singapore(biomechanic development), Taipeh (Physiology), Germany (Public Health) and the Netherlands (sport talent identification).

5. Guest lecturer. This program provides an opportunity for lecturers to conduct lecturer exchange programs both domestically and abroad. Currently, there is a domestic lecturer exchange program.

### 1. Physical Education, Health, and Recreation Undergraduate Study Program

No.	Denomination	Lecturer Name	Master	Doctoral	Study Plan	Research Area
1	Education	Dr. Abdul Rachman Sham Tuasikal, M.Pd.	Physical Education and Sport	Sports Science	-	Physical Education, Sport and Disabilities
2	Education	Drs. Sudarso, M.Pd	Physical Education and Sport	-	Sports Science	Physical Education and Sport
3	Education	Drs. Suroto, M.A., Ph.D.	Physical Education and Sport	Physical Education and Sport	-	Physical Education and Sport, Event Administration
4	Education	Prof. Dr. H. Nurhasan, S.Pd., M.Pd.	Sports Health Science	Sports Science	-	Physical Education and Sport
5	Education	Dr. Nanik Indahwati, S.Pd., M.Or	Sports Science	Sports Science	-	Physical Education and Sport Science
6	Education	Dr. Heryanto Nur Muhammad,	Physical Education and Sport	Sports Science	-	Physical Education and Sport Science
7	Education	Mochamad Ridwan, S.Pd., M.Pd	Physical Education and Sport	-	Education Technology	Physical Education and Education Technology
8	Education	Muchamad Arif Al Ardha, S.Pd., M.Ed.	Physical Education and Kinesiology	Physical Education and Kinesiology	-	Physical Education and Kinesiology
9	Education	Dwi Lorry Juniarisca, S.Pd., M.Ed	Physical Education and Sport	-	Adaptive Physical Education	Physical Education, Sport and Disabilities
10	Education	Bayu Budi Prakoso, S.Pd., M.Pd	Physical Education and Sport	-	Research and Evaluation on Education	Physical Education and Evaluation on Education
11	Education	Sri Wicahyani, S.Pd., M.Pd	Physical Education and Sport	-	Sports Pedagogy	Physical Education and Education Paedagogy
12	Health	Dr. dr. Endang Sri Wahjuni, M.Kes.	Biomedical	Sports Science	-	Health and Sports Science
13	Health	Faridha Nurhayati, S.Pd., M.Kes.	Sports Nutrition	-	Sports Science	Physical Education, Health and Sports Science
14	Health	Irma Febriyanti, S.Or., M.Kes	Sports Science	-	Sports Science	Health and Sports Science

No.	Denomination	Lecturer Name	Master	Doctoral	Study Plan	Research Area
15	Health	Junaidi Budi Prihanto, S.KM., M.KM.	Public Health	Public Health	-	Public Health
16	Health	Arifah Kaharina, S.Pd., M.Kes.	Sports Health Science	-	Physiology	Health and Sports Science
17	Health	dr. Shanti Nur Pembayun	-	-	Master of Sports Science	Sport Medicine
18	Sport	Dr. Setiyo Hartoto, M.Kes.	Sports Health Science	Sports Science	-	Physical Education and Sport Science
19	Sport	Dra. Sasminta Christina Yuli Hartati, M.Pd.	Physical Education and Sport	-	Sports Science	Physical Education and Sport
20	Sport	Dr.Drs. Bernard Djawa, M.Pd	Physical Education and Sport	Sports Science	-	Physical Education and Sport
21	Sport	Drs. Bambang Ferianto Tjahyokuntjoro, M.Pd.	Physical Education and Sport	-	Sport	Physical Education and Sport
22	Sport	Dr. Sapto Wibowo, S.Pd., M.Pd.	Physical Education and Sport	Sports Science	-	Physical Education and Sport Science
23	Sport	Dr. Dwi Cahyo Kartiko, S.Pd., M.Kes.	Sports Health Science	Sports Science	-	Physical Education, Sport and Disabilities
24	Sport	Dr. Taufiq Hidayat, S.Pd., M.Kes.	Sports Health Science	Sports Science	-	Physical Education and Sport Science
25	Sport	Drs. Vishnu Day M.Pd.	Physical Education and Sport	-	Sports Science	Physical Education and Sport
26	Sport	Dr. Advendi Kristiandaru, S.Pd.,M.Pd.	Physical Education and Sport	Sports Management	-	Physical Education and Sport Management
27	Sport	Dony Andrijanto, S.Pd., M.Kes.	Sports Health Science	-	Sports Science	Physical Education and Sport Science
28	Sport	Vega Candra Dinata, S.Pd., M.Pd.	Physical Education and Sport	-	Sports Science	Physical Education and Sport Science
29	Sport	Hamdani, S.Pd., M.Pd	Physical Education and Sport	-	Sports Science	Physical Education and Sport Science
30	Sport	Dr. Nur Ahmad Arief, S.Pd., M.Pd	Physical Education and Sport	Sports Science	-	Physical Education and Sport Science
31	Sport	Afifan Yulfadinata, S.Pd., M.Pd	Physical Education and Sport	-	Sports Science	Physical Education and Sport Science

No.	Denomination	Lecturer Name	Master	Doctoral	Study Plan	Research Area
32	Sport	Kolektus Oky Ristanto, S.Pd., M.Pd	Physical Education and Sport	-	Sports Science	Physical Education and Sport Science
33	Humanities	Prof. Dr. Ali Maksum, S.Pd., M.Si	Psychology	Psychology	-	Physical Education and Sport Psychology
34	Humanities	Dr. Anung Priambodo, S.Pd., M.Psi. T	Sport Psychology	Sports Science	-	Physical Education and Sport Psychology
35	Humanities	Andhega Wijaya, S.Pd.Or., M.Or.	Sports Science	-	Physcal Education and Sport	Physical Education and Sport Science
36	Humanities	Fifukha Dwi Khory, S.Pd., M.Pd	Physical Education and Sport	-	Sports Science	Physical Education and Sport Science
37	Humanities	Dr. Nanang Indriarsa, S.Pd., M.Psi.T	Sport Psychology	Sports Science	-	Physical Education and Sport Psychology

## 2. Sport Coaching Education Undergraduate Study Program

No	Denomination	Lecturer Name	Master	Doctoral	Study Plan	Research Area
1	Health	Dr. Agus Hariyanto, M.Kes	Sport Health Science	Sport Science	-	Sport Nutrition
2	Health	Tutur Jatmiko, S.Pd.M.Kes	Sport Health Science	-	Sport Science	Athlete Peformance
3	Health	Prof. Nining Widyah Kusnanik, S.Pd., M.Appl.Sc.	Sport Aplication Science	Sport Science	-	Talent Identification
4	Health	Kunjung Ashadi, S.Pd.M.Fis	Sport physiology	-	Sport Physiology	Sport Recovery
5	Health	Bayu Agung Pramono. S.Pd, M.Kes	Sport Health Science	-	Physiology and peformance	Physiology Training and Peformance
6	Health	Dr. Fransisca Januarumi Marhaendra Widjaya, SPd., M.Kes.	Sport Health Science	Sport Science	-	Physiology in Gymnastics
7	Health	Eva Ferdita Yuhantini, S.Pd., M.Kes	Sport Health Science	-	Sport Physiology	Physiology in Gymnastics
8	Health	Raymon Ivano Avandi, S.Pd., M.Kes	Sport Health Science	-	Sport Science	Sport Nutrition



No .	Denomination	Lecturer Name	Master	Doctoral	Study Plan	Research Area
9	Health	Aghus Sifaq, S.Or., M.Pd.	Physical Education of Sport	-	Sport Science	Sport Injury and Masase
10	Health	dr. Azizati Rochmania, Sp.KFR	Physical Medicine And Rehabilitation	-	Kinesiology	Sport Injury and Masase
11	Health	dr. Nikan Sasadhara Sasmita	-	-	Master of Sports Science	Sport Medicine
12	Health	dr. Rizki Patria Nevangga	-	-	Master of Sports Science	Sport Medicine
13	Education	Dr. Nurkholis, M.Pd	Physical Education of Sport	Sport Science	-	movement literacy in elementary school children
14	Education	Prof. Dr. I Made Sri Undy Mahardika, M.Pd.	Physical Education of Sport	Evaluation on Education	-	Physical Evaluation
15	Education	M. Kharis Fajar, S.Pd., M.Pd	Physical Education of Sport	-	Education Evaluation	movement literacy in elementary school children
16	Education	Fifit Yeti Wulandari, M.Pd.	Physical Education of Sport	-	Education Evaluation	movement literacy in elementary school children
17	Education	Dr. Or. Muhammad, M.Pd.	Physical Education of Sport	Sport Science	-	Physical Peformance Monitor
18	Education	Dr. Wijono, M.Pd	Physical Education of Sport	Sport Science	-	Boxing Sport Modification for kids
19	Education	Muhammad Faruk, S.Pd., M.Kes.	Sport Statistics	-	Curriculum Evaluation	Sport Curriculum Evaluation
20	Sport	Dr. Edy Mintarto, S.Pd., M.Kes.	Sport Health Science	Sport Science	-	Athletic Peformance Analysis
21	Sport	Dr. Oce Wiriawan, M.Kes	Sport Health Science	Sport Science	-	Test and Measurement of Sport
22	Sport	I Dewa Made Aryananda Wijaya Kusuma, S.Pd., M.Or.	Sport Science	-	Sport Science	Futsal Peformance Analysis and Biomechanics
23	Sport	Dr. Donny Ardy Kusuma S.Pd, M.Kes	Sport Health Science	Sport Science	-	test and Measurement of Sport

No .	Denomination	Lecturer Name	Master	Doctoral	Study Plan	Research Area
24	<b>Sport</b>	Dra. Ika Jayadi, M.Kes	Sport Health Science	-	Sport Science	Aerobic Dance Performance Analysis
25	<b>Sport</b>	Shery Iris Zalillah, S.Pd., M.Kes	Sport Health Science	-	Sport Physiology	Aerobic Dance Performance Analysis
26	<b>Sport</b>	Dr. Yonny Herdyanto, M.Kes	Sport Health Science	Sport Science	-	Tennis Performance Analysis
27	<b>Sport</b>	Dr. Mochamad Purnomo, S.Pd.,M.Kes	Sport Health Science	Sport Science	-	test and Measurement of Sport
28	<b>Sport</b>	Drs. Machfud Irsyada, M.Pd	Physical Education of Sport	-	Sport Science	Vollyball Performance Analysis
29	<b>Sport</b>	Dr. Irmantara Subagio, M.Kes	Sport Health Science	Sport Science	-	Tennis Performance Analysis
30	<b>Sport</b>	Dr. Rini Ismalasari, M.Kes	Sport Health Science	Sport Science	-	Fencing Performance Analysis
31	<b>Sport</b>	David Agus P., S.Pd., M.Pd.	Physical Education of Sport	-	Sport Science	Football Performance Analysis
32	<b>Sport</b>	Drs. Arif Bulqini, M.Kes	Sport Health Science	-	Sport Science	Football Performance Analysis
33	<b>Sport</b>	Dr. Imam Shafi'i, M.Kes	Sport Biostatistic	Sport Science	-	Football Performance Analysis
34	<b>Humanities</b>	Dr. Imam Marsudi, M.S1	Sport Management	Sport Management	-	sports competition management
35	<b>Humanities</b>	Abdul Hafidz, M.Pd	Physical Education of Sport	-	Sport Science	Sociology of Sport mapping
36	<b>Humanities</b>	Achmad Rizanul Wahyudi, M.Pd	Physical Education of Sport	-	Sport Science	Sociology of Sport mapping
37	<b>Humanities</b>	Mochamad Arifin, M.Pd.	Physical Education of Sport	-	Sport Science	sports philosophy
38	<b>Humanities</b>	Dr. Or. Gigih Siantoro, M.Pd.	Physical Education of Sport	Sport Science	-	sports philosophy

### 3. Sport Science Undergraduate Study Program

No	Denomination	Lecturer Name	Master	Doctoral	Study Plan	Research Area
1	Humanities	Dr. Purbodjati, M.S.		Sport Science	-	Sport Science
2	Sport	Dr. Andun Sudijandoko, M.Kes.	Sport Health Science	Sports Science	-	Sport Science
3	Sport	Dr. Achmad Widodo, M.Kes.	Sport Science	Sports Science	-	Sport Science
4	Education	Dr. Joesoef Roepadjadi, M.Pd	Physical Education and Sport	Sports Science	-	Sport Massage and Sport Science
5	Education	Dr. Pudjijuniarto, M.Pd	Physical Education and Sport	Sports Science	-	Sport Science
6	Education	Dr. Himawan Wismanadi, M.Pd.	Physical Education and Sport	Sports Science	-	Sport Science
7	Humanities	Dr. Made Pramono, M.Hum	Phylosophy	Phylosophy	-	Sport Phylosophy
8	Sport	Dr. Soni Sulistyarto, M.Kes.	Public Health	Sports Science	-	Health Science
9	Education	Dr. Heri Wahyudi, M.Pd.	Physical Education and Sport	Sports Science	-	Physical Education and Sport
10	Sport	Dr. Abdul Aziz Hakim, S.Or., M.Or.	Sport Science	Sports Science	-	Sport Science
11	Education	Drs. Fatkur Rohman Kafrawi, M.Pd.	Physical Education and Sport	-	Sport Science	Sport Science
12	Health	Dita Yuliastrid, M.Kes	Biology	-	Sports Science	Health and Sport Science
13	Health	Ratna Candra Dewi, S.K.M., M.Kes.	Sport Nutrition	-	Health Science	Health Science
14	Health	Anna Noordia, S.T.P., M.Kes.	Sport Nutrition	-	Sports Science	Health and Sport Science
15	Health	dr. Elfia Rosyida, M.Kes.	Sport Health Science	-	Sports Science	Health and Sport Science
16	Sport	Mokhammad Nur Bawono, S.Or., M.Kes.	Sport Health Science	-	Sport Science	Health and Sport Science
17	Health	Roy Januardi Irawan, S.Or., M.Kes.	Sport Health Science	-	Health Science	Health and Sport Science

18	Health	dr. Ananda Officer	Sport Health Science	-	Sport Science	Health and Sport Science
19	Health	Indra Himawan Susanto, S.Or., M.Kes.	Sport Health Science	-	Sport Science	Health and Sport Science
20	Education	Hijrin Fithroni, S.Or., M.Pd.	Physical Education and Sport	-	Sport Science	Sport Recreation
21	Education	Testa Adi Nugraha, S.Pd., M.Pd	Physical Education and Sport	-	Sport Science	Sport Science
22	Health	Nanda Rimawati, S.K.M., M.K.M.	Public Health	-	Health Science	Health Science
23	Health	Yetty Septiani Mustar, S.K.M., M.P.H.	Public Health	-	Health Science	Health Science
24	Education	Muhammad Dzul Fikri, S.Or., M.Pd	Physical Education and Sport	-	Sport Science	Sport Science
25	Health	Anindya Mar'atus S., S.K.M., M.Kes	Public Health	-	Health Science	Health Science
26	Sport	Awang Firmansyah, S.Or., M.Kes	Sport Health Science	-	Sport Science	Health and Sport Science
27	Health	Dita Agustia, S.Pd., M.Kes	Public Health	-	-	Health and Sport Science
28	Sport	Catur Suprianto, S.Pd., M.Kes., Ph.D.	Sport Health Science	Sport Management	-	Sport Management
29	Sport	Luthfi Abdil Khuddus, S.Pd., M.Pd.	Physical Education and Sport	Sport Management	Sport Management	Sport Management
30	Sport	Panji Bana, S.Pd., M.Pd.	Physical Education and Sport	-	Sport Science	Sport Science
31	Health	dr. Melati Arum Satiti, SpA. MMed.Paed. MSc.	Science in Pediatric Medicine	-	Health Science	Sport Medicine
32	Health	dr. Alviannur Halim	-	-	Health Science	Sport Medicine
33	Health	dr. Nur Syahdati Retno Panenggak	-	-	Health Science	Sport Medicine
34	Sport	Dawn of the Ocean S.Or M.Kes	Sport Health Science	-	Sport Science	Sport Science

## 1. Administrative Staff

### Quantity

1. Quantity Fulfillment of the needs of administrative personnel by considering workload through the analysis of needs and positions.
2. Encourage and facilitate administrative staff to conduct further studies.
3. Recruit only administrative staff with diploma or undergraduate 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 SPORTS SCIENCE

### (INDIVIDUAL DEVELOPMENT PLAN)

No.	NAME	EMPLOYEE DEVELOPMENT TRAINING PLAN				
		P1 TH 2022	P2 TH 2023	P3 TH 2024	P4 TH 2025	P5 TH 2026
1	Amin Fauzi, S.Pd., M.Pd.	Managerial Training in Employee Self-Development	Technical Guidance on HR Management	Seminar - Data Collection Management	Benchmarking HR Management in SOEs	Outbound
2	Ramona Renata P. Sihombing, S.Sos., M.Si.	Managerial Training in Employee Self-Development	Technical Training in Policy Analysis	Benchmarking HR Management	Self-Development Workshop	Community of Practice Data Management
3	Erwin Yuningsih, S.E.	Managerial Training in Employee Self-Development	Technical Guidance on HR Management	Seminar - Data Collection Management	Technical Training in Mapping and Quality Assurance of Education	Outbound
4	Yuliana Harry Rahmawati, S.Pd.	Technical Training in Financial Management	Treasury Technical Training	Hr Management Technical Training	Public Service Technical Training	Technical Training in Planning and Budget Management
5	Hendrawan Cahyaningrat, S.E.	BMN Management Technical Training	Technical Training in Procurement of Goods and Services	Benchmarking - Procurement of Goods and Services	Distance Training - Data Collection Management	Technical Training - Public Service
6	Sutiyono, S.H.	Technical Training in Financial Management	Treasury Technical Training	Technical Training in Planning and Budget Management	Technical Training in Employee Self-Development	Technical Training - Public Service

7	Wuri Handayani, S.H.	Technical Training - Computer/IT	Technical Training - Management of Educational Facilities and Infrastructure	Technical Training - Management of Educational Curriculum	Technical Training - Scripting and Correspondence	Technical Training - Public Service
8	Edi Yulianto	Homeity Technical Training	Technical Training in Procurement of Goods and Services	Course - Computer/IT	Technical Training - Computer/IT	Technical Training - Public Service
9	Santosa Day	Homeity Technical Training	Technical Training in Procurement of Goods and Services	Course - Computer/IT	Technical Training - Computer/IT	Technical Training - Public Service
10	Yudianto	Technical Training of Scripts and Correspondence	Technical Training in Employee Self- Development	Technical Training – Public Relations and Professional	Technical Training - Computer/IT	Technical Training - Public Service
11	Ponidi	BMN Management Technical Training	Technical Training in Procurement of Goods and Services	Benchmarking - Data Collection Management	Technical Training - Computer/IT	Outbound