

**Syllabus**  
**of the educational component \_\_\_\_\_**  
(the code of the educational course (EC) in the educational program (EP))

**Labor economy and social-labor relations**

Subject name	<b>Labor economy and social-labor relations</b>
Higher education level	<b>First (bachelor's degree)</b>
Moodle course webpage	<a href="https://dl.khadi.kharkov.ua/course/view.php?id=2821">https://dl.khadi.kharkov.ua/course/view.php?id=2821</a>
Volume of the educational component	<b>4 credits ECTS (120 hours)</b>
Form of final control	<b>Credit Test</b>
Consultation	<b>According to the schedule</b>
Department name	<b>Economics and Entrepreneurship</b>
Teaching language	<b>English</b>
Head of Course	<b>Valentyna Nesterenko, Candidate of Science (Economics), Associate Professor</b>
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**Summary of educational component:**

**The goal** is to prepare specialists to solve a complex of professional tasks in the field of economic relations that arise between people in the process of work.

**Subject:** principles of labor organization and rationing, formation of incomes and wages in the fields of economic activity and at enterprises.

**The main tasks of studying an academic discipline are:**

- studying the essence of work as a sphere of life activity and a leading factor of production;
- studying the essence of labor resources and labor potential of society;
- studying the essence of the labor market and its regulation;
- studying the essence and content of labor organization at the enterprise;
- studying the essence of productivity and labor efficiency;
- formation of skills for building the company's personnel structure and determining the number of personnel;
- formation of skills for determining movement indicators and the efficiency of the use of the company's personnel.

**Competencies acquired by the acquirer:**

- Ability to show initiative and entrepreneurship.
- The ability to realize one's rights and responsibilities as a member of society, to realize the values of a civil (free democratic) society and the need for its sustainable development, the rule of law, the rights and freedoms of a person and a citizen in Ukraine.
- The ability to choose and use appropriate methods and tools for justifying decisions regarding the creation and functioning of business, trade and stock exchange structures
- The ability to carry out activities in compliance with the requirements of regulatory documents in the field of business, trade and stock exchange activities. SK03. The ability to display information about economic transactions of business entities in financial and management accounting, their systematization, generalization in reporting and interpretation to meet the information needs of decision-makers.
- The ability to define and perform professional tasks related to the organization of business, trade and exchange structures.

**Learning outcomes according to the educational program:**

- Know the requirements for activity in the specialty, due to the need to ensure the sustainable development of Ukraine, its strengthening as a democratic, social and legal state
- To have methods and tools for substantiating management decisions regarding the creation and functioning of business, trade and exchange structures.
- To be able to solve professional tasks related to the organization of business, trade and exchange structures and solve problems in crisis situations, taking into account external and internal influences.

**Thematic Plan**

Session	Theme (Lecture Classes (LC), Practical Classes (PC), Individual Work (IW))	Hours	
		Full-time learning	Part-time learning
1	LC. Work as a sphere of life activity and a leading factor of production	2	1
	PC. Organizational foundations of labor economics	1	
	IW. The evolution of views on labor as an economic category	5	6
2	LC. Labor resources and labor potential of society	2	1
	PC. Indicators of labor potential	1	1
	IW. Population as a demo-economic category	6	7
3	LC. The labor market and its regulation	2	1
	PC. The labor market as a subsystem of the market economy	1	
	IW. Labor market regulation	6	9
4	LC. Social and labor relations as a system	2	1
	PC. Characteristics of social and labor relations and their structure	1	
	IW. Types and principles of social and labor relations	6	7
5	LC. Social and labor relations of employment	2	1
	PC. Employment and unemployment	1	
	IW. State regulation of employment of the population	5	8
6	LC. Social partnership	2	
	PC. Basic principles and forms of social dialogue	1	
	IW. Peculiarities of formation of social dialogue in Ukraine	5	8
7	LC. Monitoring of the social and labor sphere as a tool for regulating and improving social and labor relations	2	
	PC. The main areas of social and labor monitoring	1	
	IW. Sources of information about employment and social and labor relations	5	8
8	LC. International experience of regulation of social and labor relations	2	
	PC. International Labor Organization	1	
	IW. Contents of the main Conventions of the International Labor Organization	5	8
9	LC. Organization of work at the enterprise	4	1
	PC. Organization and standardization of work	2	1
	IW. Working conditions and factors of their formation	6	10
10	LC. Productivity and labor efficiency	4	1
	PC. Measurement methods and indicators of labor productivity	2	1
	IW. Growth factors and labor productivity reserves	6	10
11	LC. Labor planning	4	1
	PC. Planning the number of personnel and the labor fund	2	1

Session	Theme (Lecture Classes (LC), Practical Classes (PC), Individual Work (IW))	Hours	
		Full-time learning	Part-time learning
	IW. Labor productivity planning	6	10
12	LC. Income policy and wages	2	
	PC. The essence, functions and principles of the organization of labor remuneration	1	
	IW. A non-tariff model of remuneration	6	9
13	LC. Analysis, reporting and audit in the field of labor	2	
	PC. Analysis of labor indicators	1	
	IW. Audit in the field of labor	5	8
<b>Total Lecture Classes (LC)</b>		<b>32</b>	<b>8</b>
<b>Total Practical Classes (PC)</b>		<b>16</b>	<b>4</b>
<b>Total Individual Work (IA)</b>		<b>72</b>	<b>108</b>
<b>Total</b>		<b>120</b>	<b>120</b>

**Individual educational and research task (if available):** \_

#### **Teaching methods:**

1) verbal:

1.1 traditional: lectures, explanations, storytelling, etc.;

1.2 interactive (non-traditional): problem lectures, discussions, etc.;

2) visual: method of illustrations, method of demonstrations

3) practical:

3.1 traditional: practical classes;

3.2 interactive (non-traditional): quizzes, trainings, brainstorming.

#### **Grade policy:**

##### ***Formative Assessment***

1 The current success of applicants for the performance of educational types of work in training sessions and for the performance of independent work tasks is evaluated using a four-point rating scale with subsequent transfer to a 100-point scale. During the evaluation of the current academic performance, all types of work stipulated in the training program are taken into account.

1.1 Lecture classes are evaluated by determining the quality of performance of specified tasks.

1.2 Practical classes are evaluated by the quality of performance of a control or individual task, performance and design of practical work.

1.3 Seminar classes are evaluated by the quality of the performance of an individual task/abstract.

2 Evaluation of the current performance of higher education applicants is carried out at each practical session on a four-point scale ("5", "4", "3", "2") and entered in the log of academic performance:

– «excellent»: the applicant flawlessly mastered the theoretical material, demonstrates in-depth knowledge of the relevant topic or academic discipline, the main provisions;

– «good»: the applicant has mastered the theoretical material well, possesses the main aspects from primary sources and recommended literature, presents it in a reasoned manner; has practical skills, expresses his thoughts on certain problems, but certain inaccuracies and errors are assumed in the logic of the presentation of theoretical content or in the analysis of practical material;

– «satisfactory»: the applicant has mainly acquired theoretical knowledge of the

educational topic or discipline, orients himself in primary sources and recommended literature, but answers unconvincingly, confuses concepts, answers additional questions uncertainly, does not have stable knowledge; when answering questions of a practical nature, reveals inaccuracy in knowledge, does not know how to evaluate facts and phenomena, connect them with the future profession;

– «unsatisfactory»: the applicant has not mastered the educational material of the topic (discipline), does not know scientific facts, definitions, hardly orients himself in primary sources and recommended literature, lacks scientific thinking, practical skills are not formed.

3 The final score for the current activity is recognized as the arithmetic mean sum of points for each lesson, for individual work, current control works according to the formula:

$$K^{nomou} = \frac{K1 + K2 + \dots + Kn}{n},$$

where  $K^{nomou}$  – final evaluation of success based on the results of current control;  
 $K1, K2, \dots, Kn$  – evaluation of the success of the current control measure;  
 $n$  – number of measures of current control.

Grades are converted into points according to the calculation scale (table 1).

**Table 1** – Recalculation of the average grade for the current activity into a multipoint scale

4-point scale	100-point scale	4-point scale	100-point scale	4-point scale	100-point scale	4-point scale	100-point scale
5	100	4.45	89	3.90	78	3.35	67
4.95	99	4.4	88	3.85	77	3.3	66
4.9	98	4.35	87	3.80	76	3.25	65
4.85	97	4.3	86	3.75	75	3.2	64
4.8	96	4.25	85	3.7	74	3.15	63
4.75	95	4.20	84	3.65	73	3.1	62
4.7	94	4.15	83	3.60	72	3.05	61
4.65	93	4.10	82	3.55	71	3	60
4.6	92	4.05	81	3.5	70	from 1.78 to 2.99	from 35 to 59
						retaking	
4.55	91	4.00	80	3.45	69	from 0 to 1.77	from 0 to 34
4.5	90	3.95	79	3.4	68	retaking	

### **Summative Assessment**

1 An applicant of higher education receives a credit in the last lesson in the discipline based on the results of the current evaluation. The average score for the current activity is converted into points on a 100-point scale, according to the conversion table (Table 1).

Applicants of higher education who have an average current score in the discipline lower than "3" (60 points) can increase their current score in the last session by taking tests in the discipline.

Evaluation of knowledge of applicants by means of testing is carried out according to a scale:

- «Excellent»: not less than 90% of correct answers;
- «Very good»: from 82% to 89% of correct answers;
- «Good»: from 74% to 81% of correct answers;
- «Satisfactory»: from 67% to 73% of correct answers;

- «Satisfactory enough»: from 60% to 66% of correct answers;
- «Unsatisfactory»: less than 60% of correct answers.

2 The conditions for receiving a credit are:

- making up all missed lessons;
- average current grade in the discipline not lower than "3" (60 points).

3 For performing individual independent work and participating in scientific events, applicants are awarded additional points.

3.1 Additional points are added to the sum of points scored by the student of higher education for the current educational activity.

3.2 The number of additional points awarded for different types of individual tasks depends on their volume and importance:

- prize places in the discipline at the international / all-Ukrainian competition of scientific student works – 20 points;
- prize places in the discipline at the all-Ukrainian Olympiads – 20 points;
- participation in the international / all-Ukrainian competition of scientific student works – 15 points;
- participation in international / all-Ukrainian scientific conferences of students and young scientists – 12 points;
- participation in all-Ukrainian Olympiads in the discipline – 10 points;
- participation in Olympiads and scientific conferences of the KhNAHU in the discipline – 5 points;
- performance of individual scientific and research (educational and research) tasks of increased complexity – 5 points.

3.3 The amount of additional points may not exceed 20 points.

4 The learning result is evaluated:

- on a two-point scale (passed/failed) according to Table 2;
- on a 100-point scale according to Table 3.

**Table 2** – The scale for transferring points to the national evaluation system

<b>100-point scale</b>	<b>National Scale</b>
from 60 points to 100 points	credited
less than 60 points	not credited

**Table 3** – The scale for evaluating the knowledge of students based on the results of the final control of the academic discipline

Score in points	Evaluation on a national scale		Evaluation according to the ECTS scale	
	exam	credit	G rade	Criteria
90-100	Excellent	Credited	A	The theoretical content of the course is fully mastered, without gaps, the necessary practical skills for working with the mastered material are formed, all educational tasks stipulated in the training program have been completed, the quality of their performance was evaluated with a number of points close to the maximum
80–89	Good	Credited	B	The theoretical content of the course is fully mastered, without gaps, the necessary practical skills for working with the mastered material are mainly formed, all educational tasks stipulated in the training program have been completed, the quality of performance of most of them was evaluated with a number of points close to the maximum
75-79			C	The theoretical content of the course is fully mastered, without gaps, some practical skills of working with the mastered material are insufficiently formed, all educational tasks stipulated in the training program have been completed, the quality of performance of none of them has been evaluated with the minimum number of points, some types of tasks have been completed with errors
67-74	Average		D	The theoretical content of the course is partially mastered, but the gaps are not of a significant nature, the necessary practical skills for working with the mastered material are basically formed, most of the educational tasks stipulated in the training program have been completed, some of the completed tasks may contain errors
60–66			E	The theoretical content of the course is partially mastered, some practical work skills have not been formed, many educational tasks stipulated in the training program have not been completed, or the quality of some of them has been evaluated with a number of points close to the minimum
35–59	Below average	Not credited	F X	The theoretical content of the course is partially mastered, the necessary practical work skills have not been formed, most of the educational tasks stipulated in the training program have not been completed, or the quality of their performance has been evaluated with a number of points close to the minimum; with additional independent work on the course material, it is possible to improve the quality of the performance of educational tasks (with the possibility of re-compilation)
0–34	Failing		F	The theoretical content of the course has not been mastered, the necessary practical work skills have not been formed, all completed educational tasks contain gross errors, additional independent work on the course material will not lead to any significant improvement in the quality of the performance of educational tasks (with a mandatory repeat course)

**Course policy:**

– the course involves working in a team where the environment is friendly, creative, open to constructive criticism;

- mastering the discipline involves mandatory attendance at lectures and practical classes, as well as independent work;
- independent work involves the study of certain topics of the discipline that are made in accordance with the program for independent processing, or were considered briefly, providing answers to theoretical questions and test tasks;
- all the tasks stipulated in the training program must be completed in due time;
- if the student is absent from the classes for good reason, he or she presents the tasks completed during the independent preparation and consultation of the teacher;
- while studying the course, students must adhere to the rules of academic integrity set forth in the following documents: "Rules of academic integrity of participants in the educational process of the KhNAHU" ([https://www.khadi.kharkov.ua/fileadmin/P\\_Standart/pologeniya/stvnz\\_67\\_01\\_dobroch\\_1.pdf](https://www.khadi.kharkov.ua/fileadmin/P_Standart/pologeniya/stvnz_67_01_dobroch_1.pdf)), "Academic integrity. Checking the text of academic, scientific and qualification works for plagiarism" ([https://www.khadi.kharkov.ua/fileadmin/P\\_Standart/pologeniya/stvnz\\_85\\_1\\_01.pdf](https://www.khadi.kharkov.ua/fileadmin/P_Standart/pologeniya/stvnz_85_1_01.pdf)), "Code of ethics for participants in the educational process at KNADU" ([https://www.khadi.kharkov.ua/fileadmin/P\\_Standart/pologeniya/stvnz\\_67\\_01\\_MEK\\_1.pdf](https://www.khadi.kharkov.ua/fileadmin/P_Standart/pologeniya/stvnz_67_01_MEK_1.pdf)).
- in the case of detection of plagiarism, the applicant receives 0 points for the task and must re-perform the tasks provided for in the syllabus;
- write-offs during control work are prohibited (including using mobile devices). Mobile devices are allowed to be used only during online testing.

### **Recommended literature:**

#### **Basic**

1. Borjas George J. Labor economics. 2013. 576 p.
2. Robert L. Mathis Human Resource Management. 2010. 672 p.
3. V S P Rao Human Resource Management. 2015. 288 p.
4. Pooja Khanna Business Communication. 2022. 150 p.
5. Seema Sanghi Human Resource Management. 2017. 484 p.

#### **Additional sources:**

1. distance course: <https://dl.khadi.kharkov.ua/course/view.php?id=2821>
2. <https://zakon.rada.gov.ua/laws/show/2755-17#Text>
3. <https://zakon.rada.gov.ua/laws/show/436-15#Text>
4. <http://www.ukrstat.gov.ua/>
5. <https://www.msp.gov.ua/main/Pro-ministerstvo.html>
6. <https://zakon.rada.gov.ua/laws/show/322-08#Text>

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