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|  |  | **Department of International Economics** |
| **Economics of Labour and Social Labour Relations (PO 11)**  **Working program of the academic discipline (Syllabus)** | | |

# Details of the academic discipline

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| --- | --- |
| Level of higher education | First (Bachelor`s) |
| Branch of knowledge | 05 Social and behavioral sciences |
| Specialty | 051 Economy |
| Educational program | International Economics  Enterprise economics (Economy and business)  Economic Cybernetics (Economic Analytics) |
| Discipline status | Normative (mandatory) |
| Form of education | Full - time |
| Year of training, semester | III year, autumn semester |
| Scope of the discipline | 150 hours (5 credits)  (lectures – 36 hours, practical classes – 36 hours, SRS – 78 hours) |
| Semester control/ control measures | Exam, modular control work, calculation work, calendar control |
| Lessons schedule | <http://rozklad.kpi.ua/>(according to the current schedule) |
| Language of teaching | Ukrainian |
| Information about the course leader / teachers | Lectures are given by: Doctor of Economics, Associate Professor, Associate Professor of the ME Department, Natalya Oleksandrivna Chernenko,[chernenkonatasha0@gmail.com](mailto:chernenkonatasha0@gmail.com)  +380677651109  Practical classes are held by Natalya Oleksandrivna Chernenko, Ph.D., associate professor, associate professor of the ME Department, chernenkonatasha0@gmail.com |
| Placement of the course |  |

# Program of educational discipline

# Description of the educational discipline, its purpose, subject of study and learning outcomes

The discipline "Economics of labor and social and labor relations" is devoted to the study of the specifics of work in the field of personnel management, social protection, economy and business, and is an important element of the formation of the professional competence of the applicant.

Studying the discipline will contribute to the development of students' ability to workwith current theoretical approaches and practical aspects of labor organization and social-labor relations in the modern world, as well as understanding the concepts of labor economics, employment and unemployment, analyzing the role of the labor market and social protection of employees; to be familiar with issues of remuneration, working conditions and labor law.

**The purpose of the course**"Economics of labor and social and labor relations" is the formation of the acquirer of theoretical knowledge and practical skills in the organization of work and social and labor relations. The course is aimed at developing critical thinking, analytical and communication skills, which are necessary for effective work in the field of personnel management, social protection, economy and business. The course also aims to help the applicant understand the importance of social and labor relations in the modern world and to develop practical recommendations for improving working conditions and social protection of workers.

**Subject of the course**there is work and socio-labor relations at the macro- and micro-level and the regularities of their development, i.e. work as an expedient activity of people, which is always and at the same time an interaction between man and nature, the relationship between people in the process and about production.

The teaching of the course is focused on the formation of the following competencies in students:

ZK 1 -The ability to realize one's rights and responsibilities as a member of society, to realize the values ​​of civil (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.

ZK 4 - Ability to apply knowledge in practical situations.

ZK 9 - Ability to adapt and act in a new situation.

ZK 12 -Interpersonal skills.

ZK 13 - Ability to act socially responsibly and consciously.

SK 2 -Ability to carry out professional activities in accordance with current regulatory and legal acts.

SK 8- Ability to analyze and solve tasks in the field of economic and social-labor relations.

The course tasks are implemented through the achievement of the following program learning outcomes:

PRN 7-To explain the models of socio-economic phenomena from the point of view of fundamental principles and knowledge based on the understanding of the main directions of the development of economic science.

PRN 11- To be able to analyze the processes of state and market regulation of socio-economic and labor relations.

PRN 13 -Identify sources and understand the methodology of determination and methods of obtaining socio-economic data, collect and analyze the necessary information, calculate economic and social indicators.

PRN 16 -Be able to use data, provide arguments, critically evaluate logic and form conclusions from scientific and analytical texts on economics

PRN 18 - Use regulatory and legal acts regulating professional activity.

# Pre-requisites and post-requisites of the discipline (place in the structural and logical scheme of training according to the relevant educational program)

**Prerequisites:**educational componentis taught after studying the courses "Political Economy", "Microeconomics", "Enterprise Economics", "Statistics".

**Post-requisites:**educational componentprovides a foundation for further study of such modules as: "Fundamentals of Entrepreneurship", "Tax System", "Competition and Competitiveness of International Business", "International Economic Relations", "World Economic Relations", "Enterprise Finance", "Organization of Production" , "International logistics in Industry 4.0", and also serves as a means of forming in students a systematic understanding of the accounting aspect of the operation of the enterprise, which will contribute to a more balanced and justified performance of the analytical part of the thesis.

# Content of the academic discipline

# Chapter 1. SOCIAL AND LABOR RELATIONS ON THE LABOR MARKET

# 1. Etymology of studying the discipline "Economics of labor and social and labor relations".

# 2. Labor resources and labor potential of society.

# 3. Social and labor relations as a system.

# 4. Social partnership.

# 5. The labor market and the mechanism of its functioning.

# 6. Social and labor relations of employment.

# Chapter 2. THE ECONOMIC MECHANISM OF ASSESSING THE RESULTS OF LABOR ACTIVITY

# 1. Organization, regulation and rationing of work.

# 2. Productivity and labor efficiency.

# 3. Income policy and the wage system.

# 4. Labor planning.

# 5. Analysis, reporting and audit in the field of labor.

# 6. Monitoring of the social and labor sphere.

# 7. International labor organization and foreign experience in regulating social and labor relations.

# 8. Ukraine in international migration processes. Informal form of employment in the global labor market.

# Educational materials and resources

Basic literature.

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2. Andreytseva, Iryna Anatolyivna. Labor economics and social-labor relations: educational and methodological manual for students of the Faculty of Economics / [I. A. Andreytseva] ; Ministry of Education and Science of Ukraine, Kamianets-Podilskyi National University named after Ivan Ohienko. - Kamianets-Podilskyi: Ya.I. Sysyn, 2015. - 227 p.<https://opac.kpi.ua/F/?func=direct&doc_number=000492730&local_base=KPI01>
3. Vedernikov, Mykhailo Danylovich. Labor economics and social and labor relations: a study guide / Vedernikov M.D., Khytra O.V., Harvat O.A., Chernushkina O.O. [and 5 others]. - Lviv: "New World-2000" Publishing House, 2020. - 869 p.https://opac. kpi.ua/F/?func=direct&doc\_number=000618232&local\_base=KPI01
4. Labor economics and social-labor relations: study guide / [I.B. Skvortsov ... [etc.] ; edited by I.B. Skvortsova; MES of Ukraine, National Lviv Polytechnic University. - Lviv: Lviv Polytechnic, 2016. - 265 p.<https://opac.kpi.ua/F/?func=direct&doc_number=000518910&local_base=KPI01>
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7. Karpishchenko, Oleksiy Ivanovich. Labor economics and social-labor relations: study guide / O.I. Karpishchenko; Ministry of Education and Science of Ukraine, Sumy State University.- Sumy: Sumy State University, 2015. - 390 p.[https://opac.kpi.ua/F/?func= direct&doc\_number =000513083&local\_base=KPI01](https://opac.kpi.ua/F/?func=%20direct&doc_number%20=000513083&local_base=KPI01)
8. Komarnytskyi, Igor Mykhailovych. Labor economics and social and labor relations: a textbook / I.M. Komarnytskyi, G.O. Komarnytska ; Ministry of Education and Science of Ukraine, Khmelnytskyi Cooperative Trade and Economic Institute. - Khmelnytskyi: FOP Tsyupak, 2016. - 423 p.

<https://opac.kpi.ua/F/?func=direct&doc_number=000583549&local_base=KPI01>

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<https://opac.kpi.ua/F/?func=direct&doc_number=000618181&local_base=KPI01>

1. Mazurok, Petro Petrovych. Global economy: a study guide for students of higher educational institutions / Mazurok P.P., Ovadaylo B.M., Kulishov V.V., Sazonets O.M. ; under the general editorship of B.M. Dressed; Ministry of Education and Science of Ukraine. - Lviv: "Magnolia 2006" Publishing House, 2020. - 205 p.<https://opac.kpi.ua/F/?func=direct&doc_number=000636597&local_base=KPI01>
2. Oliynyk, Tamila Ivanivna. Labor economics and social-labor relations: study guide / T.I. Oliynyk, E.V. Fragrant; Ministry of Education and Science of Ukraine, Kharkiv National Agrarian University named after V.V. Dokuchaeva - Kharkiv: Madrid Printing House, 2019. - 279 p.<https://opac.kpi.ua/F/?func=direct&doc_number=000611772&local_base=KPI01>
3. Labor protection: (by type of economic activity): methodological instructions and tasks for independent work of students, tasks for practical work and tests for the final control of knowledge of the field of knowledge 0305 "Economics and entrepreneurship", 1401 "Service sphere" of the educational and qualification level "master" and "specialist" / [compiled by: J.P. Skorobogatyy, M.V. Buzhanska] ; Ukoopsilka, Lviv Commercial Academy. - Lviv: Publishing House of the Lviv Commercial Academy, 2015. - 59 p.<https://opac.kpi.ua/F/?func=direct&doc_number=000478226&local_base=KPI01>
4. Pashchenko, Ivan Nikiforovych. Labor economics and social-labor relations: a study guide for students of higher educational institutions / I.N. Pashchenko. - Lviv: Magnolia 2006, 2017. - 260 p.<https://opac.kpi.ua/F/?func=direct&doc_number=000588508&local_base=KPI01>
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7. Bhatt, Swati. How Digital Communication Technology Shapes Markets [electronic resource] : Redefining Competition, Building Cooperation / by Swati Bhatt. // Springer eBooks - Cham : Springer International Publishing : Imprint: Palgrave Macmillan, 2017. - XV, 151 p. 10 illus. online resource.<https://opac.kpi.ua/F/?func=direct&doc_number=000622293&local_base=KPI01>
8. Greer, James L. Community Economic Development in the United States [electronic resource] : The CDFI Industry and America's Distressed Communities / by James L. Greer, Oscar Gonzales. // Springer eBooks - New York : Palgrave Macmillan US : Imprint: Palgrave Macmillan, 2017. - XIX, 213 p. 14 illus., 9 illus. in color. online resource.<https://opac.kpi.ua/F/?func=direct&doc_number=000627128&local_base=KPI01>
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3. US and EU External Labor Governance [electronic resource] : Workers' Rights Promotion in Trade Agreements and in Practice / by Myriam Oehri. // Springer eBooks - Cham : Springer International Publishing : Imprint: Palgrave Macmillan, 2017. - XV, 249 p. online resource.<https://opac.kpi.ua/F/?func=direct&doc_number=000626981&local_base=KPI01>
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6. The Informal Economy in Global Perspective [electronic resource] : Varieties of Governance / edited by Abel Polese, Colin C. Williams, Ioana A. Horodnic, Predrag Bejakovic. // Springer eBooks - Cham : Springer International Publishing : Imprint: Palgrave Macmillan, 2017. - XXVI, 324 p. 56 illus. online resource.<https://opac.kpi.ua/F/?func=direct&doc_number=000626946&local_base=KPI01>
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8. Completion and defense of diploma theses for obtaining a bachelor's degree [Electronic resource]: training. manual for students specialty 051 "Economics" educational program "Personnel management and labor economics" / KPI named after Igor Sikorskyi; edited by: M. M. Duchenko, T. V. Pavlenko, N. Yu. Renska-Skrebnyova, N. V. Roschyna, O. A. Shevchuk. – Electronic text data (1 file: 704.98 KB). – Kyiv: KPI named after Igor Sikorskyi, 2020. – 62 p. <https://ela.kpi.ua/handle/123456789/38875>
9. Glushchenko, Ya. I. Labor economics and social-labor relations: educational and methodological complex [Electronic resource]: academic. manual for students studying in specialty 051 "Economics" / Ya. I. Glushchenko, N. O. Chernenko; KPI named after Igor Sikorsky. – Electronic text data (1 file: 1.61 MB). – Kyiv: KPI named after Igor Sikorskyi, 2022. – 151 p. <https://ela.kpi.ua/handle/123456789/48140>
10. Grinko, I. M. Global economy [Electronic resource]: textbook for students. specialty 051 "Economics", specializations "International Economy", "Economic Cybernetics", "Economics of Business Enterprise" / I. M. Grinko; KPI named after Igor Sikorsky. – Electronic text data (1 file: 1.95 MB). – Kyiv: KPI named after Igor Sikorskyi, 2020. – 111 p. <https://ela.kpi.ua/handle/123456789/34959>
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**Additional literature**

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# Educational content

# Methods of mastering an educational discipline (educational component)

**Study methodology**educational component (discipline) is based on a combination of sequential study of lecture material, development of program material in practical classes, performance of individual (RR), control tasks (MKR), independent work of students using the main and additional material of information sources.

Teaching and mastering the educational component is based on a number of teaching methods using certain technologies:

*main teaching methods:*problem-based lectures, practical classes, consultations, writing modular control work, performing calculation work, working with educational and methodological literature and information resources;

*general teaching methods:*problem presentation, information-receptive, problem-searching, heuristic;

*special teaching methods:*case method, work in small groups, methods of solving creative tasks, analytical tasks, presentations, discussion,"brainstorming", "situation analysis", business, role-playing and simulation games, discussion, express conference, educational debates.

*information and communication technologies*, which ensure the problem-research nature of the learning process and the activation of students' independent work (electronic presentations for lectures, development and application of creative tasks based on computer and multimedia tools, supplementing traditional educational classes with means of interaction based on network communication capabilities (Internet forum ).

**Correspondence of program results, teaching methods and assessment forms**

|  |  |  |
| --- | --- | --- |
| **Program learning outcomes** | **Teaching methods** | **Assessment forms** |
| PRN 7-To explain the models of socio-economic phenomena from the point of view of fundamental principles and knowledge based on the understanding of the main directions of the development of economic science.  PRN 11- To be able to analyze the processes of state and market regulation of socio-economic and labor relations.  PRN 13 -Identify sources and understand the methodology of determination and methods of obtaining socio-economic data, collect and analyze the necessary information, calculate economic and social indicators.  PRN 16 -Be able to use data, provide arguments, critically evaluate logic and form conclusions from scientific and analytical texts on economics  PRN 18 - Use regulatory and legal acts regulating professional activity. | *The main teaching methods:*lectures, practical classes, seminar classes with the involvement of specialists, writing a modular control paper, reports with presentations, independent work of applicants, performance of calculation work, teacher consultations.  *General teaching methods:*problem presentation, information-receptive, problem-searching, heuristic;  *Special teaching methods:*case method, work in small groups, methods of solving creative tasks, analytical tasks, presentations, discussion,"brainstorming", "situation analysis", business, role-playing and simulation games, discussion, express conference, educational debates.  *Information and communication technologies*, which ensure the problem-research nature of the learning process and the activation of students' independent work (electronic presentations for lectures, development and application of creative tasks based on computer and multimedia tools, supplementing traditional educational classes with means of interaction based on network communication capabilities (Internet forum ). | The rating system of evaluation, which provides for the accumulation of points for: answers in practical classes, performance of educational tasks, reports, modular control work, calculation work.  Calendar control: first and second certification.  The final control is an exam. |

Mastering the educational component involves appropriate teaching and assessment methods that will ensure the achievement of program learning outcomes.

**Topics and structure of the academic discipline**

The educational component includes 36 hours of lectures and 36 hours of practical classes, as well as the completion of modular control work and calculation work. Practical classes from the educational component are conducted with the aim of consolidating the theoretical provisions of the educational component and acquiring the skills and experience of the students in the use of methods of formation and use of labor potential, as well as applied aspects of the organization and standardization of work, evaluation of current labor standards and the possibility of their application in modern economic conditions.

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| --- | --- | --- | --- | --- | --- | --- |
| Weekly training | Title of sections, topics | Distribution of hours | | Description of classes | Educational activity  and evaluation | General competencies, special competencies, program learning outcomes |
| L | P |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | CHAPTER 1. SOCIAL - LABOR RELATIONS IN THE LABOR MARKET.  Topic 1. Etymology of studying the discipline "Economics of labor and social and labor relations".  Lecture 1. "Labor economics and social and labor relations." | 2 | 2 | L:Evolution and modern understanding of the concept of "social and labor relations".  General characteristics of the system of social and labor relations.  P: Object, subject, tasks, functions of the discipline. | AZ, D | ZK1,  ZK 9,  SK 8,  PRN 7,  PRN 11,  PRN 18 |
| 2 | Section. 1. Topic 1. Etymology of studying the discipline "Economics of labor and social and labor relations".  Lecture 2. Characteristics of social and labor relations. | 2 | 2 | L:Characteristics of social and labor relations.  Parties, subjects, types, types and levels of social and labor relations.  Employers and employees in the system of social and labor relations.  The quality of working life as a criterion for assessing the state of social and labor relations. | AZ, D | ZK 1,  ZK 9,  ZK 13  SC 2,  SK 8,  PRN 7,  PRN 11,  PRN 16, |
| P:.Work out the topic "The state as a subject of social and labor relations" from primary sources. To find out the mechanism of influence of scientific and technical progress on changes in the content of living work. |
| 3 | Section. 1. Topic 2. Labor resources and labor potential of society.  Lecture 3. Development of social and labor relations | 2 | 2 | L:The influence of organizational and technical factors on the transformation of relations in the labor sphere.  The impact of changes in property relations on social and labor relations.  Globalization of the economy and corresponding changes in the social and labor sphere.  Social partnership: essence, role, forms and factors of development. | AZ, D, O | ZK 9,  ZK 12,  ZK 13  SC 2,  PRN 11,  PRN 13,  PRN 18 |
| P: To understand with the help of primary sources the mechanism of influence of organizational and technical factors on the social and labor sphere. |
| 4 | Section. 1.  Topic 3. Social and labor relations as a system.  Lecture 4. Forms of social and labor relations | 2 | 2 | L:Work as a sphere of life activity and the main factor of production.  Work as an active process of human activity aimed at creating material and spiritual values.  The main elements of work and their meaningful characteristics.  The influence of scientific and technical progress on changes in the content of work.  Object, subject, goal, tasks and structure of the discipline. | AZ, O | ZK 1,  ZK 4,  ZK 9,  SC 2,  PRN 11,  PRN 13,  PRN 16, |
| P:To find out the mechanism of influence of scientific and technical progress on changes in the content of living work. |
| 5 | Section. 1.  Topic 4. Social partnership.  Lecture 5. Social partnership. The concept of social protection and its main directions in the field of work. | 2 | 2 | L:Organizational and legal principles of regulation of social and labor relations in developed EU countries: Germany, France, Great Britain and Sweden.  Areas of labor income regulation. Development of contractual regulation of social and labor relations. | AZ, O | ZK 1,  ZK 4,  ZK 9,  SC 2,  SK 8,  PRN 13,  PRN 16,  PRN 18 |
| P:To carry out an analysis of social and labor relations in developed countries in the form of a homework assignment. (Germany, France, Great Britain and Sweden).  Conceptual foundations of the development of the national model of social and labor relations.  Ensuring productive employment of the population. |
| 6 | Section. 1.  Topic 4. Social partnership.  Lecture 6. Social partnership. The essence, indicators, types and social structures of labor conflict | 2 | 2 | L:.Regulation of social and labor relations in the USA.  Optimization of social and labor relations in Japan. | AZ, D, O | ZK 1,  ZK 4,  ZK 13  SC 2,  PRN 7,  PRN 11,  PRN 16,  PRN 18 |
| P:To carry out an analysis of social and labor relations in developed countries in the form of a homework assignment. (Japan, USA). |
| 7 | Section. 1.Topic 5. The labor market and the mechanism of its functioning. Lecture. 7. The labor market as a subsystem of the market economy. Mechanism of functioning of the modern labor market. Segmentation of the labor market according to various characteristics. | 2 | 2 | L:. The essence of the concepts "labour market", "labour market", and "job market".  Conditions for the emergence and effective functioning of the modern labor market.  Mechanism of functioning of the modern labor market.  Individual and collective offers on the labor market.  Individual and aggregate labor demand.  P:. Study the topics: "Ensuring employment of the population" and "Unemployment, forms and causes" based on primary sources. | AZ, D, O | ZK 1,  ZK 12,  ZK 13  SK 8,  PRN 7,  PRN 11,  PRN 13, |
| 8 | Section. 1.Topic 5. The labor market and the mechanism of its functioning.Lecture. 8. Theoretical approaches to labor market analysis. Labor market infrastructure. Peculiarities and stages of formation of the labor market in Ukraine. Characteristics of international and domestic labor markets | 2 | 2 | L:Development trends and the international labor market: globalization, dynamism of migration processes, use of international labor standards. Revival of international labor migration, causes and consequences. The role of the International Labor Organization. Peculiarities and stages of labor market formation in Ukraine.  P:Get acquainted with the causes of illegal labor migration. Prepare for the test express control at the lecture. | AZ, D, O | ZK 1,  ZK 4,  ZK 13  SC 2,  SK 8,  PRN 7,  PRN 16,  PRN 18 |
| 9 | Section. 1.  Topic 6. Social and labor relations of employment. Lecture. 9. Social and labor relations of employment. | 2 | 2 | L:To reveal the essence of social and labor relations of employment.  What are the main forms of employment in the modern world? What factors affect the employment of the population? What are the problems associated with inequalities in wages and social protection of workers? What are the prospects for the development of the labor market in Ukraine and the world?  P:How do I assess the labor market and find jobs that match my skills and qualifications? How to write a resume and conduct an effective interview when looking for a job? How to protect your rights as an employee and avoid discrimination in the workplace? How to plan your career and develop your professional skills to achieve success at work? | AZ, D, O | ZK 1,  ZK 12,  ZK 13  SC 2,  SK 8,  PRN 7,  PRN 11,  PRN 13, |
| 10 | Modular control work (MCR) |  | 2 | It involves theoretical and analytical tasks. | Assessment of PRN according to T. 1-6. |  |
| 11 | Chapter 2. THE ECONOMIC MECHANISM OF ASSESSING THE RESULTS OF LABOR ACTIVITYTopic 1. Organization, regulation and rationing of work. Lecture. 10.Labor rationing as the basis of production organization. The system of labor norms and standards. | 2 | 2 | L:The role of labor regulation in the effective organization of the enterprise's production activities. The structure of the production process in mechanical engineering. Operation as a planning and accounting unit of production activity. The structure of the production operation.  Objects of labor regulation at the enterprise.  Types of labor standards and their purpose.  The essential characteristic of the norms of time, production, number, maintenance, subordination. Peculiarities of the standardized task.  Mathematical model of dependence between time rate and production rate.  P:To find out the essence and purpose of the technological and labor division of the production operation. Carry out a qualitative comparative analysis of the labor process of workers and management personnel.  To find out for which categories of personnel of the enterprise the standardized task is used. | AZ, D, O | ZK 9,  ZK 12,  ZK 13  SK 8,  PRN 7,  PRN 11,  PRN 13, |
| 12 | Section 2.Topic 2. Organization, regulation and rationing of work.Lecture. 11. Methods of rationing labor. Classification of working time costs and the composition of the time norm. Studying the costs of working time by observation. | 2 | 2 | L:Methods and methods of establishing labor standards.  The meaningful essence of total and analytical methods of labor regulation. Separation of workers' working time costs into standard elements, their indexing, classification and analysis. A meaningful description of standard elements of working time costs.  The full rate of time expenditure as a calculation of the time spent by the performers necessary to perform the work or operation.  A meaningful description of the photograph of working hours and timing. The essence of individual, group, mass photography of working hours and the method of momentary observations. The method of drawing up the actual and normative (planned) balance of working time costs.  P:To carry out a comparative analysis of the advantages and disadvantages of total and analytical methods of labor regulation. Familiarize yourself with the schemes of classification of methods and methods of labor regulation proposed by various authors.  Familiarize yourself with the classification schemes of working time costs proposed by various specialists.  Clarify the content of the timing stages. | AZ, D, O | ZK 12,  ZK 13  SC 2,  PRN 7,  PRN 11,  PRN 13,  PRN 18 |
| 13 | Section 2.Topic 2. Labor productivity and efficiency.Lecture. 12. Productivity and labor efficiency. Labor productivity, indicators and methods of its measurement. Factors and reserves of labor productivity growth. | 2 | 2 | L:Introduction to productivity and labor efficiency. Factors affecting productivity and labor efficiency. Methods of increasing productivity and labor efficiency. Measuring productivity and labor efficiency.  P:Analysis of the current level of productivity and labor efficiency in the company.  Implementation of new methods of increasing productivity and labor efficiency.  Measuring the level of productivity and labor efficiency. Monitoring compliance with the level of productivity and labor efficiency. | AZ, D, O | ZK 1,  ZK 4,  ZK 12,  ZK 13  SC 2,  PRN 7,  PRN 13,  PRN 16, |
| 14 | Section 2.Topic 3. Income policy and the wage system.Lecture. 13. Income policy and wage system. | 2 | 2 | L:An introduction to the income policy and the wage system. Methods of determining wages. Factors influencing the determination of wages. The company's income policy and remuneration system.  P:Analysis of the company's current income policy and remuneration system. Development of a new income policy and remuneration system. Determination of wages for certain categories of employees. Control over compliance with the income policy and the system of remuneration. | AZ, D, O | ZK 9,  ZK 12,  ZK 13  SK 8,  PRN 13,  PRN 16,  PRN 18 |
| 15 | Section 2.Topic 4. Labor planning.Lecture. 14. Labor planning. | 2 | 2 | L: Introduction to labor planning. Work planning methods.  Planning working time and using it effectively.  Organization of the workplace and work process.  P:Practical thematic blocks: 1. Development of the basic principles of labor planning in the company. Determination of goals and objectives of work planning in the company. Analysis of the current state of labor planning. Development of an action plan to improve work planning.  2. Development of the work schedule and distribution of tasks for the team. Determination of goals and objectives of the work schedule and distribution of tasks. Development of the work schedule and distribution of tasks for the team. Control over the execution of the schedule and tasks.  3. Workplace and process organization to improve productivity. - Analysis of workplace organization and process. Development of an action plan to improve workplace organization and process. Implementation of measures and evaluation of their effectiveness. 4. Use of technologies for efficient use of time and planning of tasks. Analysis of technologies for efficient use of time and task planning. Development of a plan of measures for the introduction of technologies. Implementation of measures and evaluation of their effectiveness. | AZ, D, O | ZK 1,  ZK 4,  ZK 9,  ZK 12,  ZK 13  SC 2,  SK 8,  PRN 7,  PRN 11,  PRN 13,  PRN 16,  PRN 18 |
| 16 | Section 2.Topic 5. Analysis, reporting and audit in the field of labor. Lecture. 15. Analysis, reporting and audit in the field of labor. | 2 | 2 | L: What is analysis, reporting and audit in the field of labor?  What are the main indicators of analysis, reporting and auditing in the field of labor? What problems can be identified through analysis, reporting and auditing in the field of labor? What methods of analysis, reporting and auditing exist in the field of labor?  P:How to conduct an analysis of working conditions in your company?  How to report on the state of the social and labor sphere in the region? How to conduct an audit of workers' rights and how to ensure their observance? How to use the results of analysis, reporting and audit to improve working conditions and protect workers' rights? | AZ, D, O | ZK 12,  ZK 13  SC 2,  SK 8,  PRN 7,  PRN 13,  PRN 18 |
| 17 | Section 2.Topic 6. Monitoring of the social and labor sphere.Lecture. 16. Monitoring of the social and labor sphere. | 2 | 2 | L: What are the main indicators of social and labor monitoring?  What problems of the social and labor sphere can be detected with the help of monitoring? What methods of monitoring the social and labor sphere exist? What opportunities for social and labor monitoring can be used to improve working conditions and protect workers' rights?  P:How to monitor working conditions in your company?  How to find information about the state of the social and labor sphere in the region and how to influence its improvement?  How to identify violations of workers' rights and how to eliminate them?  How to use the monitoring results to develop the company's development strategy in the social and labor sphere? | AZ, D, O | ZK 4,  ZK 9,  ZK 12,  SC 2,  SK 8,  PRN 13,  PRN 16,  PRN 18 |
| 18 | Section 2.Topic 7. International labor organization and foreign experience in regulating social and labor relations.Lecture. 17. International labor organization and foreign experience in regulating social and labor relations. | 2 | 1 | L: What are the main tasks and functions of the International Labor Organization? What principles of regulation of social and labor relations exist in international law? What foreign experiences of labor market regulation can be useful for Ukraine? How does the ILO contribute to the improvement of working conditions and the protection of workers' rights?  P:How to use the services of the ILO to protect your rights at the workplace?  How to find information about the labor market in other countries and how to prepare for employment abroad?  How to determine whether an employer is legitimate and how to avoid cases of exploitation of workers?  How to find opportunities for professional development and professional development in another country? | AZ, D, O | ZK 1,  ZK 4,  SK 8,  PRN 13,  PRN 16,  PRN 18 |
| 19 | Section 2.Topic 8. Ukraine in international migration processes. Informal form of employment in the global labor market.Lecture. 18. Ukraine in international migration processes. Informal form of employment in the global labor market. | 2 | 1 | L: What are the peculiarities of migration processes in Ukraine and how do they affect the labor market?  What are the advantages and disadvantages of informal employment for employees and employers?  What are the trends in the development of the global labor market and how do they affect Ukraine?  How can working conditions for migrants and workers in the informal sector be improved?  P:How to find a legal job abroad and what documents are needed for this?  How to protect your rights as a migrant in the workplace?  How to find work in the informal sector and how to avoid fraud?  How to develop your professional skills and adapt to new working conditions in another country? | AZ, D, O | ZK 12,  ZK 13  SK 8,  PRN 7,  PRN 16,  PRN 18 |
| In total | | 36 | 36 |  | |  |

***Note:*** *L - lectures, P - practical classes, AZ - analytical tasks; D - analytical report; O – survey; ZK - general competences; SK – special competences; PRN - program learning outcomes.*

# Independent work of the acquirer

The applicant's independent work includes such components as preparation for current surveys, preparation for practical classes, preparation for modular control work, preparation for performing calculation work, preparation for the exam.

|  |  |  |  |
| --- | --- | --- | --- |
| I mean occupation | Topic | Task | Amount of hoursUS/UK/UE |
| Chapter 1. SOCIAL - LABOR RELATIONS ON THE LABOR MARKET | | | |
| 1-2 | Topic 1 | *Preparation for a discussion in classroom classes on the topic:*Etymology of the study of the discipline "Economics of labor and social and labor relations". | 2 |
| 3 | Topic 2 | *Preparation for the survey:*Labor resources and labor potential of society. | 2 |
| 4 | Topic 3 | *Preparation for the survey and analytical task:*Social and labor relations as a system. | 3 |
| 5-6 | Topic 4 | *Preparation for the survey and analytical task:*Social partnership. | 3 |
| 7-8 | Topic 5 | *Preparation for the survey and analytical task:*The labor market and the mechanism of its functioning. | 2 |
| 9 | Topic 6 | *Preparation for the survey in the classroom*:Social and labor relations of employment. | 2 |
| 9 | Topic 1-6 | *Preparation for MKR* | 4 |
| Chapter 2. THE ECONOMIC MECHANISM OF ASSESSING THE RESULTS OF LABOR ACTIVITY | | | |
| 10 | Topic 1 | *Preparation for the survey in the classroom:*Organization, regulation and rationing of work. | 3 |
| 11-12 | Topic 2 | *Preparation for the survey in the classroom:*Productivity and labor efficiency. | 3 |
| 13 | Topic 3 | *Preparation for the survey in the classroom:*Income policy and the wage system. | 3 |
| 14 | Topic 4 | *Preparation for the survey in the classroom:*Labor planning. | 3 |
| 15 | Topic 5 | *Preparation for the survey in the classroom:*Analysis, reporting and audit in the field of labor. | 2 |
| 16 | Topic 6 | *Preparation for the survey in the classroom:*Monitoring of the social and labor sphere. | 2 |
| 17 | Topic 7 | *Preparation for the survey in the classroom:*International labor organization and foreign experience in regulating social and labor relations. | 2 |
| 18 | Topic 8 | *Preparation for the calculation task and summarizing in classroom classes:*Ukraine in international migration processes. Informal form of employment in the global labor market. | 2 |
|  | RR | Preparation for calculation work | 10 |
|  | Exam | Preparation for the exam | 30 |
| *Together* | |  | 78 |

# Policy and control

# Policy of academic discipline (educational component)

**Attending classes**. Attendance at lectures, practical classes, as well as absence from them, is not evaluated. However, applicants are recommended to attend classes, as they teach theoretical material and develop skills necessary to complete a semester's individual assignment. The evaluation system is focused on receiving points for the applicant's activity, as well as the performance of tasks that can develop practical skills and abilities.

**Missed evaluation control measures**. Each applicant has the right to make up classes missed for a valid reason (hospital, mobility, etc.) at the expense of independent work. More details at the link: https://kpi.ua/files/n3277.pdf.

A task that is submitted for review with a violation of the deadline is evaluated taking into account the reduction of points.

In the case of missing the lesson for a good reason, in which the test was held,

- the test can be written on another day according to an individual schedule;

- assignments from practical classes are performed remotely, saved on Google Drive.

**The procedure for contesting the results of assessment control measures**. The acquirer may raise any issue relating to the control measures procedure and expect that it will be dealt with in accordance with pre-defined procedures. Applicants have the right to challenge the results of control measures with arguments, explaining which criterion they disagree with in accordance with the evaluation.

**Calendar control**is conducted with the aim of improving the quality of training of applicants and monitoring the applicant's fulfillment of the syllabus requirements.

|  |  |  |  |
| --- | --- | --- | --- |
| Criterion | | First calendar control | Second calendar control |
| Term of calendar control[[1]](#footnote-1) | | Week 8 | Week 14 |
| Conditions for receiving a positive assessment | Current rating[[2]](#footnote-2) | ≥ 25 points | ≥ 50 points |

**Academic integrity.**The policy and principles of academic integrity are defined in Chapter 3 of the Code of Honor of the National Technical University of Ukraine "Ihor Sikorsky Kyiv Polytechnic Institute". More details: https://kpi.ua/code.

**Norms of ethical behavior.**Standards of ethical behavior of students and employees are defined in Chapter 2 of the Code of Honor of the National Technical University of Ukraine "Ihor Sikorskyi Kyiv Polytechnic Institute". More details: https://kpi.ua/code.

**Inclusive education.**The acquisition of knowledge and skills during the study of the educational component can be accessible to most persons with special educational needs, except for students with severe visual impairments that do not allow them to perform tasks with the help of personal computers, laptops and/or other technical means.

**Studying in a foreign language**. In the course of the tasks, students may be recommended to refer to English-language sources.

**Extracurricular activities.**Participating in conferences, forums, round tables, etc., is expected as part of the study of the educational component.

**Assignment of incentive and penalty points.**According to the Regulation on the system of evaluation of learning results, the sum of all incentive points cannot exceed 10% of the rating scale. Incentive points can be awarded to students for the following types of scientific and research work:

- carrying out research work, the results of which are presented in the form of scientific theses (weighted score – 3), scientific articles (weighted score – 5);

- obtaining a certificate of education (non-formal education) - weighted score - 5;

- participation in Olympiads of the I and II levels corresponding to the subject of the discipline (weighted score – 5);

- participation in contests of scientific works corresponding to the subject of the discipline (weighted score – 10).

**Penalty points for discipline are not provided.**

Preparation for practical classes and control measures is carried out during independent work of students with the possibility of consulting with the teacher at the specified consultation time or by means of electronic correspondence (e-mail, messengers).

# Types of control and rating system for evaluating learning outcomes (RSO)

Semester certification is conducted in the form of an exam. A 100-point rating system and a university scale are used to evaluate learning outcomes.

**Current control**: participation in the work of practical classes, reports, MKR, calculation work.

**Calendar control**: is conducted twice a semester as a monitoring of the current state of fulfillment of the syllabus requirements.

**Semester control**: exam.

**Terms of admission to semester control**: If the semester rating is more than 60 points, the student is admitted to the exam, all papers: mkr and rr must be included.

Modular control work (MKR) (for an example, see Appendix 2). The modular test contains complex questions of the test, calculation or open (a question that requires an extended text response) type, which are evaluated in two points. A student receives 0.5-2 points for a correct answer to a question, 0 points for an incorrect answer. The maximum score is 10 points.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| No. z/p | Evaluation control measure\* | % | Weight score | Number | Together |
| 1. | Presentation and public speaking, participation in discussions and additions, reporting on thematic tasks | 70% | 2 | 20 | 40 |
| 2. | Modular control work | 15% | 10 | 1 | 10 |
| 3. | Individual task (RR) | 15% | 10 | 1 | 10 |
|  | Together | | | | 60 |

Weighted 60 points cover:

Execution of MKR.

Participation in practical classes.Active participation in each lesson is assessed at 2 points, less active participation, incorrect answers and comments that indicate the student's unpreparedness for the lesson reduce the grade for the work in the practical lesson to 1 point.

Individual task(RR) (see Appendix 1 for an example). - the description of the individual task is given in the methodological guidelines Labor economics and social-labor relations: Praktikum [Electronic resource]: study guide for students. specialty 051 "Economics"/ KPI named after Igor Sikorskyi; comp.: O.I. Ilyash, S.S. Hrynkevich, O.A. Shevchuk, S.M. Savchenko, N.O. Chernenko, T.V. Obelets (Edited by Prof. O.I. Ilyash). – Electronic text data (1 file: 2 Mbytes). – Kyiv: KPI named after Igor Sikorskyi, 2020. – 150 p. Title from the screen.<https://ela.kpi.ua/>. It is estimated at 10 points.

All students take the exam, which has 3 practical questions and 1 theoretical.

Weight of the task in points: 1 theory. question = 10 b.

3 practice = 3 questions \*10 b. =30 b.

Total number = 60 b. for seven +40 b. copy = 100 b.

Table of correspondence of rating points to grades on the university scale:

|  |  |
| --- | --- |
| Scores | Rating |
| 100-95 | Perfectly |
| 94-85 | Very good |
| 84-75 | Fine |
| 74-65 | Satisfactorily |
| 64-60 | Enough |
| Less than 60 | Unsatisfactorily |

# Additional information on the discipline (educational component)

The list of questions submitted for semester control is posted in the distance course.

Methodical instructions for completing an individual task are contained in the Educational and Methodological Complex of the discipline, which is located in the Electronic Archive of Scientific and Educational Materials of KPI named after Igor Sikorskyi (ela.kpi.ua).

In case of introduction of restrictions on visits to higher education institutions related to the introduction of quarantine or the introduction of martial law in the state, the presentation of discipline can be transferred to a remote format using Zoom Video Communications in accordance with the "Regulations on the Organization of the Educational Process in the Remote Mode" (approved by Order No. 7 /148 dated 08/21/2020) and "Regulations for remote semester control" (https://osvita.kpi.ua/node/148).

*\*Lectures ensure the formation of the student's theoretical knowledge in the process of presenting theoretical material, solving problems, situations, tasks of a practical nature, using multimedia tools. Students should carefully listen to the lecture plan, monitor the course of teaching according to the plan.*

*\*In the course of practical classes, theoretical material is consolidated and practical skills are acquired in the process of solving individual and differentiated problems, problem situations, partner discussions, business games, presentations, educational projects that model the future professional activity of specialists in market conditions. Students consider situations close to real conditions of production activity. At the practical lesson, students must master the skills of solving specific practical tasks in accordance with the subject of practical lessons.*

***\*Independent work of students****consists in performing content-search plan exercises, preparing and performing individual and collective tasks.*

Appendix 1

CALCULATION WORK FROM THE CREDIT MODULE

"LABOR ECONOMICS AND SOCIAL AND LABOR RELATIONS."

**Task 1**

Calculate the technological labor intensity of the production of a conditional part according to the data from table 1.1.

Table 1.1

Input data for calculating the labor cost of manufacturing the part

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| The name of the technical process operation | Organization of the production process of part processing | Top, min. | Coo, % | Who, % | ∑Tpz, min. | Quodp., % |
| 1. Production of cast blanks | Batches of 80 pcs. | 2.5 | 10 | - | 20+N | 12 |
| 1. Heat treatment of blanks | Batches of 40 pcs. | 4.0 | 10 | - | 10+N | 12 |
| 1. Milling operation | Piece by piece | 2+N | 8 | 5 | - | 5 |
| 1. Drilling operation | Piece by piece | 0.5 | 3 | 4 | - | 5 |
| 1. Grinding operation | Piece by piece | 1+N | 4 | 6 | - | 5 |
| 1. Control operation | Piece by piece | 0.5+N | 5 | 3 | - | 4 |

**Note:**N – the last digit of the student's record book;

Top - operational time;

Koo - time of organizational maintenance of the workplace (as a percentage of operational time);

Who is the time for maintenance of the workplace (as a percentage of operational time);

Tpz - preparatory and final time;

Quid - time for rest and personal needs (as a percentage of operational time).

**Task 2**

1. Compile the actual and normative balance of the working time of the milling machine shop.
2. Determine the artificial calculation time for the production of the stamp plate.
3. Determine the possible increase in the labor productivity of the milling machine based on the following initial data:
4. an observation sheet of an individual photo of the milling machine's working hours (table 2.1.);
5. the norm of working time spent on rest in the machine shop in force at the enterprise is 6% of the total working time spent on operative work, and the set time of breaks for personal needs is 10 minutes. for a change;
6. the number of produced per product change is 40 stamp plates.

Table 2.1.

Observation sheet of an individual photo of working hours

|  |  |  |  |
| --- | --- | --- | --- |
| Events and names of types of working time expenses | The current time of occurrence of events, completion of work and other elements of working time costs | | Duration, min. |
| hours | min. |
| 1. Start of observation (start of shift) | 8 | 00 | - |
| 1. Appeared at the workplace | 8 | 06 | 6 |
| 1. Waiting for the master | 8 | 13 | 7 |
| 1. Receiving the task, instructing the master | 8 | 22 | 9 |
| 1. Installation and adjustment of the processing device | 8 | 28+N |  |
| 1. Waiting for blanks | 8 | 48-N |  |
| 1. Installation and removal of the part, active supervision of the machine (working hours) | 9 | 30 |  |
| 1. Absent at the workplace | 9 | 44 | 14 |
| 1. Operating hours | 10 | 29 | 45 |
| 1. Absent at the workplace | 10 | 48 | 19 |
| 1. Operating hours | 11 | 20 | 32 |
| 1. Waiting for device repair | 11 | 30+N |  |
| 1. Device repair | 11 | 50-N |  |
| 1. Absent at the workplace, the beginning of the lunch break | 12 | 00 |  |
| 1. End of lunch break | 13 | 00 | Didn't count. |
| 1. Absent at the workplace | 13 | 04 | 4 |
| 1. Operating hours | 15 | 10 | 126 |
| 1. Absent at the workplace | 15 | 21 | 11 |
| 1. Operating hours | 16 | 30 | 69 |
| 1. Delivery of finished parts to the VTK controller | 16 | 42 | 12 |
| 1. Cleaning the workplace | 16 | 55 | 7 |
| 1. End of shift | 17 | 00 | 5 |
| EVERYTHING | | | 480 |

**Task 3**

1. Develop a monthly standardized task for a complex team of toolmakers numbering 10+N people.
2. Calculate in accordance with this task the planned pay fund of the brigade.
3. Determine the average planned salary of one worker per month.

Output data for calculation

1. The general planned monthly production program of the tool shop, which includes a complex team, is presented in the table. 3.1.
2. Tariff terms of payment are as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Qualification category of works | 3 | 4 | 5 | 6 |
| Tariff factor | 1.87 | 2.06 | 2.26 | 2.49 |

1. Payment for the first tariff category is UAH 9.2. The bonus for the performance of a standardized task, provided that the work is performed in a high-quality manner, is 30% of the basic salary.
2. Vacation pay, extra pay for combining professions and expanding service areas for night work, etc., is 25% of the basic salary.
3. The planned working time fund of one worker per month is 160 hours.
4. The planned output of the brigade is 110%.

Table 3.1.

General monthly program of the tool shop

|  |  |  |  |
| --- | --- | --- | --- |
| Name of products and works | Quantity, items. | Technological labor intensity, n-g/pc. | Average qualification category of works |
| 1. Stamp A | 50 | 20 | 4 |
| 1. Stamp B | 60 | 50 | 5 |
| 1. Stamp V | 20 | 110 | 4 |
| 1. Press form A | 25 | 40 | 4 |
| 1. Press form B | 40 | 125 | 5 |
| 1. Device A | 20 | 15 | 4 |
| 1. Device B | 10 | 25 | 4 |
| 1. Spare parts A | 200 | 5 | 3 |
| 1. Spare parts B | 400 | 2 | 3 |
| 1. Production of a set of parts of non-standard equipment A | 2 | 700 | 6 |
| 1. Production of a set of parts of non-standard equipment B | 1 | 2300 | 5 |

**Note:**

1. The monthly normalized task of the brigade is formed under the condition that it includes the minimum

nomenclature of products and works.

2. Batches of products of the corresponding name (column 2, table 3.1) are not subject to division into separate parts.

Appendix 2

MODULAR CONTROL WORK FROM THE CREDIT MODULE

"LABOR ECONOMICS AND SOCIAL AND LABOR RELATIONS"

Option 1

Task 1

In accordance with the thematic plan of the scientific research institute for the next year, the total amount of work in the monetary equivalent is UAH 3,000,000×1.N. Normative output per employee is UAH 49,000×1.N. for a year.

Calculate the necessary, for the implementation of the thematic plan, the growth of labor productivity in the institute in %, if the actual number of employees will be 45×1.N people.

Task 2

Calculate the required number of marketing, supply and sales department operators using the following data:

1. 10,000×1.N supporting goods and material documents are drawn up by department operators per month.

2. Preparatory and final time, which includes preparation of office equipment, information and reference documentation, forms, signature of the superior, etc., is 0.8 minutes per document.

3. Operational time for preparation of one document is 3.5×1.N minutes.

4. The time for maintenance of the workplace and rest and personal needs is equal to 4% of the operating time.

5. The planned monthly fund of the operator's working time is 168 hours or 22 days.

Task 3

Calculate the planned accounting number of temporary workers and the required number of workplaces in the shop with the following initial data:

1. The workshop's production program for the planned year is for product "A" - 35800×1.N pieces, for product "B" - 48000×1.N pieces, for product "B" - 310000×1.N pieces.

2. The planned rate of artificially calculated time is equal to, respectively, 2.6×1.N, 0.4×1.N, and 0.4×1.N standard hours.

3. The specified works are performed by temporary workers whose effective working time fund is 1,830 hours per year.

4. the shop works in two shifts, lasting 8 hours. each, 250 days

Task 4

The full planned labor intensity of the annual program for the current year is 800,000 man-hours at the enterprise. At the same time, the labor intensity of management is 30% × 1.Nv.

From the beginning of the 4th quarter, it is planned to introduce a computer network in the enterprise management system, which will reduce the labor intensity of management functions by 40% × 1.Nv.

Calculate the average annual number of industrial and production personnel of the enterprise, if the effective fund of working time of one employee is 1800 hours.

**Working program of the academic discipline (syllabus):**

**Compiled by:**

associate professor of the Department of International Economics, candidate economy Scientist, associate professor,

Chernekno Natalya Oleksandrivna

Adopted by the Department of International Economics (protocol No. 12 dated 14.06.2023)

Agreed by the Methodical Commission of the faculty (protocol No. 11 dated 06.30.2023)

1. Right there. [↑](#footnote-ref-1)
2. Right there. [↑](#footnote-ref-2)