

# SYLLABUS

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INTERNATIONAL EUROPEAN  
UNIVERSITY



## EUROPEAN SCHOOL OF BUSINESS

**Labor economics and social  
and labor relations**

**2024**



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Course Name 

 Labor economics and social and labor relations

Lecturer (s) 

 Vladyslav Pavlov, Doctor of Economics, associate professor, professor at the Department of Management, Finance and Business Administration

Lecturer's profile 



Consultations

online consulting



offline consulting



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Discipline page 

 <https://business.ieu.edu.ua/navchannia/orhanizatsiia-osvitnoho-protsesu/robochi-prohramy/bakalavrat>

Form of final control

test

def. test

exam



# SYLLABUS



## 1 Brief discipline annotation

The Labor economics and social and labor relations discipline allows students to understand the essence, functions and role of human labor in the economic development of society, growth in human welfare, to constantly search for ways of increasing its efficiency, to realize the importance of harmonization of institutional motivational forms of involving employees in processes of economic and manufacturing activities in the system of social and labor relations.

## 2 Background for studying discipline

Subject matter of the academic discipline: characteristics of the nature and functions of labor, its modern types and forms, institutional and instrumental principles of efficient labor use while implementing strategic goals of economic development in the context of the current system of social and economic and social and labor relations.

## 3 Goal and objectives of the discipline

The **goal** of teaching the discipline: to provide students with knowledge and practical skills in organizing an efficient system of social and labor relations while involving human resources in implementing innovative projects aimed at economic and social development of businesses, society and people in the context of advancing nanotechnological revolutions.

**Key objectives** of the Labor economics and social and labor relations discipline:

- highlighting of theoretical and methodological principles and particularities of functioning and development of the character and content of labor and the system of social and labor relations in globalized economy;
- providing students with practical skills and abilities in organizing the labor process, reconciling the interests of different groups of economic entities in public production at micro- and macro-levels; formation of research and development skills regarding the establishment of social and labor relations in the context of the Fourth Industrial Revolution.

## 4 Learning outcomes

PLO 1. To know your rights and obligations as a member of society, realize values of civil society, supremacy of law, rights and freedoms of individuals and citizens in Ukraine.

PLO 3. To show knowledge of theories, methods and functions of management, contemporary leadership concepts.

PLO 10. To have skills in reasoning efficient tools for staff motivation.

PLO 15. To show the ability to act socially responsible and conscious based on ethical considerations (motives), respect to diversity and interculturality.

## 5 ECTS credits

3 ECTS credits / 90 academic hours

Content sections and topics	Amount of hours											
	full-time mode of study						part-time mode of study					
	total	including					total	including				
		l	p	sem.	ind.	i. w.		l	p	sem.	ind.	i. w.
1	2	3	4	5	6	7	8	9	10	11	12	13
<b>Content section 1. Theoretical principles of economic analysis</b>												
Topic 1. Labor economics and social and labor relations as a discipline and research direction	9	2	2	-	-	5	9	2	-	-	-	7
Topic 2. Labor as a key form of human existence and live activities, framework and condition for human civilization development	9	2	2	-	-	5	9	-	-	-	-	9
Topic 3. System of social and labor relations and their regulation	9	2	2	-	-	5	9	-	-	-	-	9
Topic 4. Labor market. Social and labor relations of employment	9	2	2	-	-	5	9	-	1	-	-	8
Topic 5. Working potential. Human, intellectual and social capital	8	2	1	-	-	4	8	-	-	-	-	8
Topic 6. Labor activity: quantitative and qualitative characteristics	8	4	1	-	-	5	8	-	-	-	-	8
Topic 7. Labor efficiency and its role for solving strategic goals of economic and social development	8	2	1	-	-	5	8	-	-	-	-	8
<b>Total per content section 1</b>	<b>60</b>	<b>12</b>	<b>11</b>	<b>-</b>	<b>-</b>	<b>34</b>	<b>60</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>57</b>
<b>Content section 2. Analysis of economic activity (management analysis)</b>												
Topic 8. Motives and impetuses for efficient labor. Labor remuneration and its systems	5	4	1	-	-	4	6	-	-	-	-	6
Topic 9. Organization, standardization and rationalization of labor	5	2	1	-	-	3	6	2	1	-	-	3
Topic 10. Planning and analysis of labor performance	5	2	1	-	-	3	6	-	-	-	-	6
Topic 11. Information support, reporting, consulting and audit in the labor sector	5	2	1	-	-	3	6	-	-	-	-	6
Topic 12. Organizational, economic and legal development mechanisms of social and labor relations in Ukraine	5	2	1	-	-	3	6	-	-	-	-	6
<b>Total per content section 2</b>	<b>30</b>	<b>12</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>16</b>	<b>30</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>27</b>
<b>Total hours</b>	<b>90</b>	<b>24</b>	<b>16</b>	<b>-</b>	<b>-</b>	<b>50</b>	<b>90</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>84</b>



# SYLLABUS



## 7 List of obligatory tasks

1. Labor economics and social and labor relations as a discipline and research direction.
2. Labor as a key form of human existence and live activities, framework and condition for human civilization development.
3. System of social and labor relations and their regulation.
4. Labor market. Social and labor relations of employment.
5. Working potential. Human, intellectual and social capital
6. Labor activity: quantitative and qualitative characteristics.
7. Labor efficiency and its role for solving strategic goals of economic and social development.
8. Motives and impetuses for efficient labor. Labor remuneration and its systems.
9. Organization, standardization and rationalization of labor.
10. Planning and analysis of labor performance.
11. Information support, reporting, consulting and audit in the labor sector.
12. Organizational, economic and legal development mechanisms of social and labor relations in Ukraine.

## 8 List of selective tasks

1. Essence and role of spiritual, ethical and moral functions of labor in economic and social development.
2. Technological method of production; reveal the reasons and factors of their transformation and changes.
3. Human capital, intelligent resource, intelligent, social, organizational, emotional capital.
4. Non-economic methods for labor management in modern economy; explain their role in the increasing efficiency of labor functioning and harmonization of social and labor relations.
5. Specific character of interests of different groups of parties engaged in social and labor relations in contemporary economy. Common parties of their interests.
6. Dialectics of interaction and interrelation of social and labor as well as social and economic relations in terms of the increase in economic growth efficiency and harmonization of social relations
7. Key components of the working life quality and potential ways of its improvement.
8. The role of the state in the regulation of social and labor relations in contemporary economy.
9. Non-economic factors in establishment and functioning of the modern labor market.
11. Trends in changes in the structure and character of employment in the context of nanotechnological revolutions.
12. Potential options of problem solution and rapid growth of contradictions on the labor market and in the labor sector

## 9 Discipline features

<b>Period of teaching</b>	<b>Semester</b>	<b>International disciplinary integration</b>	<b>Year of study</b>	<b>Courses: general training/professional training/elective</b>
1 <sup>st</sup> semester	5 <sup>th</sup> semester	available	3 <sup>rd</sup> year	Professional training course



# SYLLABUS



## 10 Assessment system and requirements. General system of discipline assessment

As part of discipline teaching, one carries out current and final control of students' knowledge. The final grade in the form of an exam is given according to the total rating of students.

**QR Code:** <https://ieu.edu.ua/docs/pol-mark-esb.pdf>

According to the results of current control during a semester, students can obtain 100 points maximally, the minimum sum of points allowing students to pass the discipline is 60 points.

Correlation between national and ECTS grades and student rating: **QR Code:** <https://ieu.edu.ua/docs/pol-mark-esb.pdf>

## 11 Admission to final control

The minimum amount of points that should be obtained by students for current educational activities during a semester to be admitted to the final control is 36 points. The grade for the discipline is defined as a sum of the final points for current activities and the points for the final control and is expressed due to the multipoint scale.

The grade for the discipline completing with the exam is determined as the sum of points for current learning activities (at least 36), points for individual independent work of students (no more than 6) and points for the test (at least 24).

The overall points of the discipline are 100. The total grade for the discipline is given according to the national and European scale.

The final control in the form of an exam is carried out after learning all the topics of the discipline, during the examination session.

**QR Code:** <https://ieu.edu.ua/docs/050.pdf>

## 12 Discipline policy

To ensure fruitful learning and cognitive activities of students while studying the discipline, one holds relevant lectures and seminars in the form of presentations, case studies, group work and discussion seminars.

During classes and at the University, students should respect lecturers, staff and other students, attend classes according to the schedule, come on time and not leave classes without lecturer's permission. All academic assignments should be performed by the deadlines.

The teaching staff should constantly advance their professional level, teaching skills, general culture, as well as provide students with appropriate conditions for learning educational programs according to the requirements for the content, level and capacity of education, and encourage their comprehensive professional development. Lecturers should follow the curriculum, not be late for classes, not allow any manifestations of corruption, discrimination, bullying, harassment and infringement of the students' rights.

## 13 Policy of absence and late task performance

Students who miss the current control for valid reasons confirmed by documents have the right to take current control within two weeks after returning to studying.

Students who have missed classes without valid reasons, have not participated in current control activities, have not liquidated academic failure are not admitted to the final semester control of this discipline. In this case, an academic staff member puts a mark 'non-admission' in the exam record.

Repeated taking of the exam in the discipline is appointed in case of accomplishing all types of educational, independent (individual) work stipulated by the working program of the academic discipline and is carried out according to the approved schedule of academic failure liquidation.

**QR Code:** <https://ieu.edu.ua/docs/050.pdf>



# SYLLABUS



## 14 Academic integrity policy

Participants in the educational process rely on the academic integrity principles **QR Code:** <https://ieu.edu.ua/docs/011.pdf>

## 15 Recommended sources of information

### Primary (basic) literature:

1. Adam Smith. *An Inquiry into the Nature and Causes of the Wealth of Nations* / Translated from English by Oleksandra Vasylieva et al. K.: Nash Format, 2018. – 722 p.
2. Steven G. Medema (2019). *The Economics Book: From Xenophon to Cryptocurrency, 250 Milestones in the History of Economics (Sterling Milestones)*, Sterling, New York.
3. *Handbook of the History of Economic Thought: Insights on the Founders of Modern Economics (The European Heritage in Economics and the Social Sciences (11))* 2012th Edition by Jürgen Backhaus (Editor), Springer. URL: <http://competitionandappropriation.com/wp-content/uploads/2017/08/HandbookHistoryThought.pdf>.
4. Zaitsev Yurii, Moskalenko Oleksandra. *Modern society and economy: the dialectics of interdependence of possibilities and the methodology of its cognition // Economic Studies*. – 2017. – № 4. (1,47 д.а.) Scopus. - Bulgarian Academy of Sciences Research Institute – Q 2.
5. Yurii K. Zaitsev. Chapter Two. *The Fourth Industrial Revolution as a Motivator for a Qualitative Leap in a Country's Productive Capability: International Experience, and Challenges and Risks for Ukraine // Productivity of Contemporary Economies: Theory and Evidence*. Edited by Anton S. Filipenko, Oleksandra M. Moskalenko and Yurii K. Zaitsev. This book first published 2021. Cambridge Scholars Publishing. - P. 15-35. (257 p.)
6. Zaitsev Y. K., Moskalenko O. M. *Modern political economy as a theoretical basis for economic development of society: in 2 books*. – B. 1. *Philosophical and methodological principles of architectonics of contemporary political economy: monograph / Y. K. Zaitsev, O. M. Moskalenko*. – Kyiv: KNEU, 2018. - 397, [3] p.
7. Zaitsev Y. K., Moskalenko O. M. *Modern political economy as a theoretical basis for economic development of society: in 2 books*. – B. 2. *Modern political economy as a methodological paradigm of economic development policy in globalized society: monograph / Y. K. Zaitsev, O. M. Moskalenko*. – Kyiv: KNEU, 2020. – 251 p.
8. *Labor economics and social and labor relations: textbook / ed. by A.M. Kolot*. - K.: KNEU, 2009.
9. Herasymenko O.O. *Labor economics and social and labor relations. Study guide for self-study of the discipline*. - K.: KNEU, 2009.
10. Kolot A.M. *Social and labor relations: theory and practice of regulation: Monograph*. – K.: KNEU, 2008. – 230 p.
11. Kolot A.M. *Social and labor sector: state of relations, new challenges, development trends: Monograph*. – K.: KNEU, 2010.
12. Kolot A.M., Tsybaliuk S.O. *Motivation of personnel*. – K.: KNEU, 2011.

### Additional literature:

1. Liker Jeffrey K. *The Toyota Way Fieldbook*. / Translated from English by Nataliia Valevska. - K.: Nash Format, 2017. – 424 p.
2. *Ukraine 2030: The Doctrine of Balanced Development*. – Lviv: Kalvaria, 2017. – 168.
3. Zaitsev Y. K., Moskalenko O. M. *Transformation of forms, functions, results of labor in information economy and its social and economic consequences // Social and labor relations: theory and practice. Collection of research papers*. – No. 1 (9). – 2015. – P. 53 – 60.
4. Zaitsev Y. K. *Challenges for employment and labor motivation in the context of the Fourth Industrial Revolution // Social and labor sector*



# SYLLABUS



15

## Recommended sources of information

in the context of the establishment of a new economy: global challenges and dominants of development. Collection of materials of the All-Ukrainian Round Table on May 15, 2018. K.: KNEU. – 102 p.

5. Zaitsev Y. K. Problems of preserving the human-centered paradigm of economic development in the context of Revolution 4.0 // Employment and income in the digital economy: regulation mechanisms, challenges and dominants of development: collection of key points of presentations by participants in the International Scientific Conference; October 23-24, 2019. – K.: KNEU, 2019. – P. 152-155. – 327, [1] p.

6. Zaitsev Y. K. Transformation of civilizational functions of labor in the context of nanotechnological revolutions and the digital economy // Collection of key points of presentations by participants in the International Scientific Conference on November 11-12, 2020. Kyiv, KNEU, 2020. – P. 81-84.

7. Zaitsev Y. K. Labor, needs and values of a person in the context of the global digital economy // All-Ukrainian Scientific Conference: Social Economics and Management: State, Trends, Managerial Decisions, May 11, 2022, Kyiv, KNEU. – P. 35-42.

8. Commercial code of Ukraine dd. January 16, 2003, No. 436 — IV as amended.

9. Law of Ukraine “On Collective Agreements and Contracts” dd. July 1, 1993, No. 3356-XII as amended.

10. Law of Ukraine “On Remuneration of Labor” dd. March 24, 1995, No. 108/95-VR as amended.

11. Law of Ukraine “On Trade Unions, Their Rights and Guarantees of Activity” dd. September 15, 1999, No. 1045-XIV as amended.

12. Law of Ukraine “On Employers’ Organizations” dd. May 24, 2001, No. 2436-III as amended.

13. Law of Ukraine “On Social Dialogue in Ukraine” dd. December 23, 2010 No. 2862-17 as amended.

14. Law of Ukraine “On the Procedure for Settlement of Collective Labor Disputes (Conflicts)” dd. March 3, 1998, No. 137/98-VR as amended.

15. Law of Ukraine “On Mandatory State Social Unemployment Insurance” dd. March 2, 2000, No. 1533-III as amended.

16. Law of Ukraine “On Mandatory State Pension Insurance” dd. July 9, 2003, No. 1058-IV as amended.

17. Law of Ukraine “On the General Mandatory State Social Insurance against Accidents at Work and Occupational Diseases That Caused Disability” dd. September 23, 1999, No. 1105-XIV as amended.

18. Law of Ukraine “On Vacations” dd. November 15, 1996, No. 504/96-VR as amended.

19. Law of Ukraine “On Promotion of Social Formation and Development of Ukrainian Youth” dd. March 5, 1993, No. 2999-XII as amended.

20. Law of Ukraine “On the Principles of Prevention and Counteracting Discrimination in Ukraine” dd. September 6, 2012, No. 5207-17 as amended.

21. Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” dd. May 17, 2012, No. 4719-VI as amended.

22. Conventions and recommendations adopted by the International Labor Conference, 1919 — 1956, V.1. – Geneva: International Labor Office, 1991.

23. Conventions and recommendations adopted by the International Labor Conference, 1957 — 1990, V.2. – Geneva: International Labor Office, 1991.

### Information resources:

1. Handbook of the History of Economic Thought: Insights on the Founders of Modern Economics (The European Heritage in Economics and the Social Sciences (11)) 2012th Edition by Jürgen Backhaus (Editor), Springer. URL: <http://competitionandappropriation.com/wp-content/uploads/2017/08/HandbookHistoryThought.pdf>.

2. Official website of the Vernadsky National Library of Ukraine // Electronic resource. – Available at: <http://nbuv.gov.ua>.

3. Official website of CHITALKA student electronic library // Electronic resource. – Available at: <http://chitalka.info>.



# SYLLABUS



15

## Recommended sources of information

4. Official website of the online library of educational and scientific literature // Electronic resource. – Available at: <https://eduknigi.com>.
5. Website of the textbook electronic library // Electronic resource. – Available at: <http://studentam.kiev.ua>.

16

## Tips for successful study in the course

**If you want to succeed in this discipline, you should be:**

- persistent, attentive and curious;
- creative, cheerful, and open to communication and discussions;
- ready to acquire information and knowledge about the subject not only during lectures but also during extracurricular activities.

**See you at classes!**