

SYLLABUS

INTERNATIONAL EUROPEAN
UNIVERSITY



EUROPEAN SCHOOL
OF BUSINESS

Labor Economics and Social and Labor Relations **2024**



SYLLABUS



Course and educational program	Labor Economics and Social and Labor Relations Management EP
Course description	This discipline provides students with systems of theoretical and practical knowledge about categories, concepts, and mechanisms for ensuring efficient employment and the progressive development of social and labor relations in Ukraine. To enhance learning efficiency, it uses business games, situational exercises, and discussions on controversial issues in labor economics and social and labor relations.
Prerequisites for studying	Acquisition of theoretical knowledge and practical skills in the following disciplines: Economic Theory, Sociology, and Statistics.
Number of credits/hours	3 ECTS credits / 90 academic hours
Learning format	Blended learning
Classroom location	https://dist.ieu.edu.ua/course/view.php?id=656
Lecturer's full name	Vladyslav Pavlov , Doctor of Economics, Associate Professor, Professor at the Department of Management, Finance and Business Administration
Department	Department of Management, Finance and Business Administration: 
Office location	42V Akademika Hlushkova Ave., Kyiv, room 511
Consulting	Every Tuesday from 2 p.m. to 3:30 p.m. by appointment via corporate e-mail
Lecturer's e-mail address	v.pavlov@ieu.edu.ua
Course objectives	To understand general trends, regularities, processes, and phenomena in the social and labor sector in Ukraine: labor potential, human capital, human development, labor market, employment and unemployment, and social and labor relations.

Role of the academic discipline in achieving program learning outcomes	<p style="text-align: center;"><i>Specialty: 073 Management</i></p> <p>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.</p> <p>PLO 3. To show knowledge of theories, methods and functions of management, contemporary leadership concepts.</p> <p>PLO 10. To have skills in reasoning efficient tools for staff motivation.</p> <p>PLO 15. To show the ability to act socially responsible and conscious based on ethical considerations (motives), respect to diversity and interculturality.</p>
Learning outcomes	<ul style="list-style-type: none"> - To plan key labor indicators: labor productivity, workforce size, wage fund; - To apply methods of labor process standardization; - To utilize calculations for different forms of wage payment; - To use modern computer and telecommunication technologies for the exchange and dissemination of professional information in entrepreneurship, trade, and exchange activities.
Course content	<p>Topic 1. The object, subject, and objectives of the Labor Economics and Social and Labor Relations discipline.</p> <p>Topic 2. Labor resources and labor potential: concepts, structure, and indicators.</p> <p>Topic 3. Labor as an area of life activity and the main factor of production and entrepreneurship.</p> <p>Topic 4. Social and labor relations as a system, mechanism, and principles of its functioning.</p> <p>Topic 5. Social partnership.</p> <p>Topic 6. Social and labor relations of employment and employment regulation.</p> <p>Topic 7. The labor market and its regulation.</p> <p>Topic 8. Labor planning, standardization, and organization.</p> <p>Topic 9. Labor productivity and efficiency.</p> <p>Topic 10. Enterprise personnel policy.</p>
Books and materials	<ol style="list-style-type: none"> 1. H.O. Zelinska. Labor Economics and Social and Labor Relations: Study Guide. K.: Center for Educational Literature, 2012. – 327 p. 2. Labor Economics and Social and Labor Relations: Study Guide. Recommended by the Ministry of Education and Science of Ukraine for University Students / M.H. Akulov, A.V. Drabanych, T.V. Yevas, O.A. Zhukova. K.: Center for Educational Literature, 2019. – 328 p. 3. Labor Economics and Social and Labor Relations: Recommended by the Ministry of Education and Science of Ukraine as a Textbook for University Students / V.M. Kovalov, V.S. Ryzhykov, O.L. Yeskov, I.M. Chernenko. K.: Center for Educational Literature, 2010. 256 p.

	<p>4. Workshop to Practical Classes and Independent Student Work in the Disciplines: Labor Economics and Social and Labor Relations for Full-Time Students of Specializations: 6.030507 Marketing and 6.030504 Enterprise Economics.</p> <p>5. K.L. Frolina. Methodical Guidelines for Conducting Practical Classes and Performing Calculations in the Discipline: Labor Economics and Social and Labor Relations for Bachelor Students in the Knowledge Area: 07 Management and Administration. Odesa: ODABA, 2019. – 56 p.</p>				
<p>Technical requirements for the course</p>	<p>To work on the Labor Economics and Social and Labor Relations course, you need regular access to a computer (or phone) and the Internet.</p> <p>In order to successfully study and pass the course exam, you should first explore the distance learning platform (Moodle) and study all folders that already contain or will contain information or materials for the course. You will also have to download and create documents, watch videos, or create them.</p> <p>You can use distance platforms only using corporate e-mail.</p> <p>If you are unable to attend the course, you should notify the Dean's Office or your class representative or the course lecturer directly.</p>				
<p>Learning process</p>	<p>The Labor Economics and Social and Labor Relations course consists of lectures and practical classes.</p> <p><u>Lectures</u> use the following training methods: <i>lecture, conversation lecture, discussion, discussion of problematic issues, demonstration, analysis of various situations according to the lecture topic.</i></p> <p><u>Practical classes</u> use the following training methods: <i>questioning, testing, performing individual and team tasks, case studies, preparing reports and presentations, performing analytical and calculation works, solving specific problems and situations, brainstorming.</i></p> <div data-bbox="863 1518 1134 1787" style="text-align: center;">  </div>				
<p>Discipline features</p>	<p>Period of teaching</p> <p>1 semester</p>	<p>Semester</p> <p>4th semester</p>	<p>International disciplinary integration</p> <p>available</p>	<p>Year of study</p> <p>3rd year</p>	<p>Courses: general training/professional training/elective</p> <p>Professional training</p>

Assessment policy	<p>You will have various ways to show your knowledge and skills during the semester. This includes how you attend classes, how and what you contribute to class discussions, how you perform and submit practical tasks and tests on time, how you perform independent work tasks, as well as your ability to present your report. Additionally, you have the opportunity to complete an individual research task performed individually or in a small group in the form of a student research paper.</p> <table border="1" data-bbox="448 439 1501 831"> <thead> <tr> <th data-bbox="448 439 1007 510">Activities during the semester</th> <th data-bbox="1007 439 1501 510">Maximum amount of points during the semester</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 510 1007 618">Current work (attendance, oral questioning, solving calculation problems and tasks, situational exercises)</td> <td data-bbox="1007 510 1501 618">15</td> </tr> <tr> <td data-bbox="448 618 1007 651">Reports with presentation (3 pcs.)</td> <td data-bbox="1007 618 1501 651">10</td> </tr> <tr> <td data-bbox="448 651 1007 685">Tests (4 pcs.)</td> <td data-bbox="1007 651 1501 685">10</td> </tr> <tr> <td data-bbox="448 685 1007 719">Modular test work (2 pcs.)</td> <td data-bbox="1007 685 1501 719">15</td> </tr> <tr> <td data-bbox="448 719 1007 797">Individual research task (admission to the exam)</td> <td data-bbox="1007 719 1501 797">10</td> </tr> <tr> <td data-bbox="448 797 1007 831" style="text-align: center;">Total</td> <td data-bbox="1007 797 1501 831" style="text-align: center;">60</td> </tr> </tbody> </table>	Activities during the semester	Maximum amount of points during the semester	Current work (attendance, oral questioning, solving calculation problems and tasks, situational exercises)	15	Reports with presentation (3 pcs.)	10	Tests (4 pcs.)	10	Modular test work (2 pcs.)	15	Individual research task (admission to the exam)	10	Total	60										
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Grading scale	<p>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.</p> <p>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 exam (at least 24).</p> <p>The overall points of the discipline are 100. The total grade for the discipline is given according to the national and European scale.</p> <p>The final control in the form of an exam is carried out after learning all the topics of the discipline, during the examination session.</p> <p>The overall final grade in points according to the national and ECTS scales is put into the examination and test register, academic card and credit book of students.</p> <p style="text-align: center;">National and ECTS grading scale</p> <table border="1" data-bbox="448 1563 1501 2042"> <thead> <tr> <th data-bbox="448 1563 635 1742" rowspan="2">Sum of points for all types of educational activities</th> <th data-bbox="635 1563 746 1742" rowspan="2">ECTS grade</th> <th colspan="2" data-bbox="746 1563 1501 1619">Grade according to the national scale</th> </tr> <tr> <th data-bbox="746 1619 1066 1742">for exam, term paper, practical training</th> <th data-bbox="1066 1619 1501 1742">for Pass/Fail test</th> </tr> </thead> <tbody> <tr> <td data-bbox="448 1742 635 1776">90-100</td> <td data-bbox="635 1742 746 1776">A</td> <td data-bbox="746 1742 1066 1776">excellent</td> <td data-bbox="1066 1742 1501 1776" rowspan="5" style="text-align: center; vertical-align: middle;">pass</td> </tr> <tr> <td data-bbox="448 1776 635 1809">82-89</td> <td data-bbox="635 1776 746 1809">B</td> <td data-bbox="746 1776 1066 1809" rowspan="2" style="text-align: center;">good</td> </tr> <tr> <td data-bbox="448 1809 635 1843">74-81</td> <td data-bbox="635 1809 746 1843">C</td> </tr> <tr> <td data-bbox="448 1843 635 1877">66-73</td> <td data-bbox="635 1843 746 1877">D</td> <td data-bbox="746 1843 1066 1877" rowspan="2" style="text-align: center;">satisfactory</td> </tr> <tr> <td data-bbox="448 1877 635 1910">60-65</td> <td data-bbox="635 1877 746 1910">E</td> </tr> <tr> <td data-bbox="448 1910 635 2042">30-59</td> <td data-bbox="635 1910 746 2042">FX</td> <td data-bbox="746 1910 1066 2042">fail with possible repeated pass</td> <td data-bbox="1066 1910 1501 2042">fail with possible repeated pass</td> </tr> </tbody> </table>	Sum of points for all types of educational activities	ECTS grade	Grade according to the national scale		for exam, term paper, practical training	for Pass/Fail test	90-100	A	excellent	pass	82-89	B	good	74-81	C	66-73	D	satisfactory	60-65	E	30-59	FX	fail with possible repeated pass	fail with possible repeated pass
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	1-29	F	fail with obligatory repeated learning of the discipline	fail with obligatory repeated learning of the discipline
<p>How to find out your grade</p>	<p>QR Code:</p> 			
<p>Course policy</p>	<p>To ensure fruitful learning and cognitive activities of students while studying the discipline, one holds relevant lectures and seminars in the form of presentations, group work and discussion seminars.</p> <p>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.</p> <p>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.</p> <p>Students who miss the current control for <i>valid reasons</i> confirmed by documents have the right to take current control within two weeks after returning to studying.</p> <p>Students who have missed classes <i>without valid reasons</i>, 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.</p> <p>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</p>			

carried out according to the approved schedule of academic failure liquidation.

QR Code:



All participants in the educational process rely on the academic integrity principles.

QR Code:



Late task performance, correction of grades, making up missed classes

Tasks should be submitted via Moodle by the deadlines stipulated in the course schedule on our website. Most tasks should be performed by 9 a.m. on the day of the next class to coordinate them with the course content and group activities. It is best practice to perform tasks as soon as possible after receiving them so that you have enough time to take an active part in the class.

If you need more time to perform the task, flexible deadlines are available. Completed tasks will be accepted until full credit until the last scheduled class in the discipline. Afterwards, the 40% partial credit based on the grade will be awarded within a week after the last day of class. Tasks that are not submitted at all will receive 0.

If you are going to miss classes for more than one week due to illness or other reasons, please contact your lecturer to arrange alternative options for performing tasks.

Note: deadlines work both ways, and meeting them ensures that your lecturer will provide prompt feedback on your tasks to make sure you keep up with the course.

QR Code:



Lecturer's response time	Via corporate e-mail, within 24 hours.	
Efficient communication	Efficient communication is a two-way street!!! Therefore, the main recommendations for efficient communication include: corporate e-mail directly to the course lecturer; personal communication with classmates via social media/corporate e-mails/mobile phones; communication directly in the course on the Moodle distance platform; and a face-to-face meeting with the lecturer on consulting days.	
Policy of publication and distribution of course materials	Students are not allowed to post, publish, sell, or otherwise publicly distribute course materials without the written permission of the lecturer. Such materials include, but are not limited to: lecture notes, lecture slides, video or audio recordings, tasks, problem sets, exams, other students' work, and answer keys. Students who sell, post, publish, or distribute course materials without written permission in order to get answers or otherwise can be subject to disciplinary action, up to and including being required to withdraw from the course. Besides, students are not allowed to make video or audio recordings of the class for their own use without the written permission of the lecturer.	
Expected student workload and engagement	During this course, you should allocate some hours for independent study of some lecture materials in accordance with the course topics (approximately 5-6 hours per week). If you face circumstances requiring you to spend more time on any of the tasks, please inform your lecturer by e-mail. The deadline for submission can be extended only if the lecturer is informed in advance that you will not be able to submit the task on time. Students are expected to have a backup plan in case of computer malfunctions or Internet outages.	
Support services	E-schedule Library Supervisor Repository Dean's Office	
Course schedule	Lecture topic	Practical classes
	Topic 1. The object, subject, and objectives of the Labor Economics and Social and Labor Relations discipline.	1. <i>Oral questioning</i> 2. <i>Practical tasks</i> 3. <i>Homework tasks</i> 4. <i>Checking questions submitted for independent study</i>
	Topic 2. Labor resources and labor potential: concepts, structure, and indicators.	5. <i>Writing a report</i> 6. <i>Tests</i>

	<p>Topic 3. Labor as an area of life activity and the main factor of production and entrepreneurship.</p>	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical tasks</i> 3. <i>Homework tasks</i> 4. <i>Checking questions submitted for independent study</i> 5. <i>Tests</i>
	<p>Topic 4. Social and labor relations as a system, mechanism, and principles of its functioning.</p>	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical tasks</i> 3. <i>Homework tasks</i> 4. <i>Discussion</i> 5. <i>Tests</i>
	<p>Topic 5. Social partnership.</p>	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical tasks</i> 3. <i>Homework tasks</i> 4. <i>Situational tasks</i> 5. <i>Tests</i>
	<p>Topic 6. Social and labor relations of employment and employment regulation.</p>	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical tasks</i> 3. <i>Homework tasks</i> 4. <i>Checking questions submitted for independent study</i> 5. <i>Test work</i>
	<p>Topic 7. The labor market and its regulation.</p>	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical tasks</i> 3. <i>Homework tasks</i> 4. <i>Checking questions submitted for independent study</i> 5. <i>Presentation of reports</i>
	<p>Topic 8. Labor planning, standardization, and organization.</p>	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical and situational tasks</i> 3. <i>Homework tasks</i> 4. <i>Discussion</i> 5. <i>Tests</i>
	<p>Topic 9. Labor productivity and efficiency.</p>	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical and situational tasks</i> 3. <i>Homework tasks</i> 4. <i>Checking questions submitted for independent study</i> 5. <i>Tests</i>
	<p>Topic 10. Enterprise personnel policy.</p>	<ol style="list-style-type: none"> 1. <i>Oral questioning</i> 2. <i>Solving practical and situational tasks</i> 3. <i>Homework tasks</i> 4. <i>Discussion</i> 5. <i>Tests</i>

Tips on successful study during 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!