

Description of Discipline

of Discipline / Economics and Organization of Labor				
Semester	Duration	Type of Discipline	ECTS Credits	Student Workload
5	90 hrs.	elective	3	аудиторні заняття – 30 годин, самостійне навчання – 60 годин

Requirements for Participation	Type of examination (oral, written, term paper, etc.)	Methods of teaching and learning (lectures, seminars, etc.)	Discipline Coordinator
Completed disciplines ‘Political Economy’, ‘Business Economics’, ‘Macroeconomics’	Pass-fail test	Lectures, practical classes	O. Samko

Learning Outcomes
<p>GC1. The ability to realize their 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, human and civil rights and freedoms in Ukraine.</p> <p>GC4. Ability to apply knowledge in practical situations.</p> <p>GC5. Ability to communicate in the state language both orally and in writing.</p> <p>GC7. Skills in the use of information and communication technologies.</p> <p>GC8. Ability to search, process and analyze information from various sources.</p> <p>GC9. Ability to adapt and act in a new situation.</p> <p>GC10. The ability to be critical and self-critical.</p> <p>GC11. Ability to make informed decisions.</p> <p>GC12. Interpersonal skills.</p> <p>GC13. The ability to act socially responsibly and consciously.</p> <p>SC1. Ability to show knowledge and understanding of the problems of the subject area, the basics of the modern economy at the micro, meso, macro and international levels.</p> <p>SC2. Ability to carry out professional activities in accordance with applicable regulations and legal acts.</p> <p>SC7. Ability to use computer technology and data processing software to solve economic problems, analyze information and prepare analytical reports.</p> <p>SC10. Ability to use modern sources of economic, social, managerial, accounting information for the preparation of official documents and analytical reports.</p> <p>SC23. Ability to use knowledge, skills and practical skills in the field of labor economics and social and labor relations, rationing, organization, physiology and psychology of labor to improve the efficiency of personnel management.</p> <p>SC25. Ability to analyze and plan labor indicators, identify international trends in labor organization; apply methods of regulation, formation and use of labor potential.</p> <p>SC28. Ability: determining the complexity of the production program; drawing up a balance of working time; planning the number of staff, productivity and work of production teams; labor rationing; performance of economic calculations.</p> <p>PLO2. Understand the principles of economics, features of economic systems.</p> <p>PLO3. Understand the main features of the modern world and national economy, institutional structure, areas of social, economic and foreign economic policy of the state.</p>

PLO9. To analyze the functioning and development of economic entities, to determine the functional areas, to calculate the relevant indicators that characterize the effectiveness of their activities.

PLO10. Apply the acquired theoretical knowledge to solve practical problems and meaningfully interpret the results.

PLO11. Identify sources and understand the methodology for determining and methods of obtaining socio-economic data, collect and analyze the necessary information, calculate economic and social indicators.

PLO12. Be able to use data, provide arguments, critically evaluate logic and draw conclusions from scientific and analytical texts on economics.

PLO14. Use regulations and legal acts governing professional activities.

PLO15. Use information and communication technologies to solve socio-economic problems, prepare and present analytical reports.

PLO16. Be able to think abstractly, apply analysis and synthesis to identify key characteristics of economic systems at different levels, as well as the behavior of their subjects.

PLO24. Have knowledge of ensuring safe working conditions and the environment when conducting research in production activities.

PLO27. Ability to apply knowledge and understanding to solve problems that are characteristic of the economy.

Contents

Topic 1. The object and subject of the discipline.

Labor as an object of the discipline. Classification of types of labor. Increase in importance of the labor economics in the market economy.

Topic 2. Labor resources and labor potential of society

Population as a basis for the formation of labor resources and labor potential of society. Labor resources and economically active population.

Concepts and components of labor potential. Human capital as a social-economic category.

Topic 3. Labor market in the economic system.

Functions and segmentation of the labor market. Elements of the labor market. Basic concepts and models of the labor market. Labor market infrastructure. Features of the labor market in Ukraine.

Topic 4. Employment and unemployment

The essence and types of employment. Employment assessment methods. Unemployment rate assessment. State employment policy.

Topic 5. Organization and regulation of labor

The content of labor organization. Distribution and cooperation of labor at the enterprise. Organization and maintenance of workplaces. Working conditions and factors that determine them.

Topic 6. Organization and rationalization of the labor process

The concept and structure of the labor process. Working hours, their composition and structure. Working hours and time off work.

Topic 7. Labor rationing

The essence and purpose of labor rationing.

Topic 8. Labor efficiency and productivity

Productivity and profitability of labor. Indicators and methods of measuring labor productivity. Factors and reserves of productivity growth.

Topic 9. Organization of remuneration

Functions and principles of organization of remuneration. Organization of remuneration in Ukraine. The tariff system and its components. Non-tariff system of remuneration. Wage fund.

Topic 10. Organizational aspects of the labor sphere of society

The essence and types of social-labor relations. Social-labor relations as a system. The system of social partnership. Social policy.

Exemplary Literature

1. Law of Ukraine "On State Social Standards and State Social Guarantees" [Electronic resource] // Bulletin of the Verkhovna Rada of Ukraine. - 2000. - №48. - Art. 409. - Access mode: <http://zakon0.rada.gov.ua/laws/show/2017-14>
2. Law of Ukraine "On Employment" // Bulletin of the Verkhovna Rada. - 1991. - №14. - C. 170-175.
3. Law of Ukraine "On Remuneration of Labor" [Electronic resource] // Bulletin of the Verkhovna Rada. - 1995. - №17. - Access mode: <http://zakon3.rada.gov.ua/laws/show/108/95-vr>
4. Balabanova L.V., Sardak O.V. HR. Textbook. - Kyiv: Center for Educational Literature, 2011. - 468 p.
5. Bohynia D.P. Fundamentals of labor economics: textbook. / D.P. Bohynia, O.A. Grishnov. - 3rd ed. - K.: Znannia-Pres, 2010. - 387 p.
6. Buhalkov M., Babordina O. Effective employment of personnel as a factor of labor productivity // Man and labor. - 2001. - №10. - P. 51-53.
7. Volkivska A.M. Monitoring in the system of regional employment // Economics of agro-industrial complex. - 2009. - №6. - P. 134-144.
8. Genkin B.M. Economics and sociology of labor: a textbook for universities. - 8th ed. - M.: NORMA, 2013. - 448 p.
9. Genkin B.M. Fundamentals of labor organization: textbook. / Genkin B.M., Svistunov V.M. - M.: NORMA, 2013. - 400 p.

Academic staff

Name	Academic degree	Position	Qualification / Academic Discipline	Full-time / Part-time	Area of Teaching
Samko Olesia Oleksandrivna	PhD in Economics	Associate Professor at the Department of Theoretical and Applied Economics	Chernihiv State Technological University (2002), specialty – Accounting and Audit, qualification – Economist Chernihiv National University of Technology (2015), specialty – Environmental and Natural Resource Economics, qualification – Master in Industrial Ecology; PhD in Economics, 08.00.05 Development of Productive Forces and Regional Economics	Part-time	Economics and Organization of Labor, Labor Economics and Social-Labor Relations, Financial Analysis of Enterprise Activity, Enterprise Taxation