

МІНІСТЕРСТВО ОСВІТИ І НАУКИ УКРАЇНИ
ХАРКІВСЬКИЙ НАЦІОНАЛЬНИЙ ЕКОНОМІЧНИЙ УНІВЕРСИТЕТ
ІМЕНІ СЕМЕНА КУЗНЕЦЯ

ЗАТВЕРДЖЕНО
на засіданні кафедри
соціальної економіки
Протокол № 13 від 24.08.2023 р.

ПОГОДЖЕНО
Проректор з навчально-методичної роботи



ТРУДОВА ЕКОНОМІКА
робоча програма навчальної дисципліни (РПНД)

Галузь знань **05 “Соціальні та поведінкові науки”**
Спеціальність **051 “Економіка”**
Освітній рівень **третій (освітньо-науковий)**
Освітня програма **“Економіка”**

Статус дисципліни **вибіркова**
Мова викладання, навчання та оцінювання **англійська**

Розробники:
д.е.н., професор

Галина НАЗАРОВА

к.е.н., доцент

Олег ІВАНІСОВ

Завідувач кафедри
соціальної економіки

Галина НАЗАРОВА

Гарант програми

Галина НАЗАРОВА

Харків
2023

INTRODUCTION

The labor economy as an object of management is an important factor of social development. The management of the labor economy at the present stage of development involves the identification of new methods and forms of regulating the processes of effective formation, distribution and use of labor potential at the macro level and at the enterprise level. Improving the management of the labor economy requires consideration of the problems of the development of the labor market, the creation of legal, scientific-methodical and resource support for the use of labor potential, management of demographic processes, the formation of the general educational and professional level of labor potential and the conditions for their effective use. This outlines the importance of labor economy management issues as theoretical knowledge, the development of measures to improve the system of labor potential management, employment regulation, labor resource planning, and increasing the efficiency of labor potential use. The creation of an effective mechanism for managing the labor economy is an important component of the structural transformation of the economy, which has led to the relevance of developing and implementing the academic course in the training program for applicants in the specialty 051 "Economics" of the Educational Programme "Economics"

The academic course "Labor Economics" belongs to the selective academic course.

Objective of the academic course: formation of a system of knowledge and skills in the theory and practice of regulating the processes of formation, reproduction, use and development of labor potential.

The tasks of the academic course are: formation of sustainable knowledge on the theory of labor potential management; acquiring skills in the practical application of effective methods of managing labor potential; formation and development of future specialists' professional abilities and skills for independent analysis of the existing labor potential, the state of its use, improvement of formation directions, as well as finding ways to solve identified problems; development of skills for scientific research work on the regulation of labor potential management at the macro, meso, and micro levels.

The object of research is the labor potential of society, which is a general indicator of the process of formation and development of a person in the labor economy.

The subject of labor economics as a science and academic course is a complex system of regulation of reproduction processes, which includes the formation, distribution, redistribution, exchange, use and protection of labor potential at the macroeconomic level.

The learning outcomes and competencies formed by the course are defined in table 1.

Table 1

Learning outcomes and competencies formed by the course

Learning outcomes	Competencies
Acquire advanced conceptual and methodological knowledge in economics, management of socio-economic systems and at the interface between subject areas, as well as research skills sufficient for doing fundamental and applied research at the level of world achievements in the relevant field.	Ability to think abstractly, carry out analysis and synthesis.
	Ability to search, process and analyse information from various sources.
	Ability to do original research, achieve scientific results that create new knowledge in economics and related interdisciplinary areas and can be published in leading scientific publications in economics and related fields.
Develop and research fundamental and applied models of socio-economic processes and systems, effectively use them to obtain new knowledge and/or create innovative products in economics and related interdisciplinary areas.	Ability to generate new ideas (creativity).
	Ability to detect, deeply analyse and solve problems of a research nature in the field of economics, taking into account economic risks and possible socio-economic consequences, assess and ensure the quality of performed research, including studies on issues of European and Euro-Atlantic integration.
Plan and carry out empirical and/or theoretical research in the field of economics and related interdisciplinary areas, critically analyse the results of own research and results of other researchers in the context of entire complex of modern knowledge regarding the problem under study.	Ability to search, process and analyse information from various sources.
	Ability to do original research, achieve scientific results that create new knowledge in economics and related interdisciplinary areas and can be published in leading scientific publications in economics and related fields.
Adhere to research ethics, as well as the rules of academic integrity in scientific research and teaching activities.	Ability to solve complex problems of the economy based on a systemic scientific worldview and general cultural outlook adhering to the principles of professional ethics and academic integrity.

COURSE CONTENT

Content Module 1. Theoretical aspects and main categories of labor potential management.

Topic 1. Subject, method and tasks of the discipline.

1.1. The need to study the discipline "Labor Economics".

The content of the modern science of labor potential management. The mechanism of labor potential management. Subject and methods of the discipline "Labor Potential Management". Tasks and structure of the discipline. Definition of the concept of management of labor potential. Labor potential management system. A complex of categories of the labor potential management system. Meaning of the concepts of resource, labor, management and labor potential. Special features of labor potential. The history of the theory of management. Management decision. The system of the management process.

1.2. The place and role of the science of "Labor Economics" among other sciences.

Labor potential management as a field of practice. Labor potential management in the system of economic management. The purpose of labor potential management. Object and subject of labor potential management. Tasks and directions of realization of labor potential management at the state level.

Topic 2. Population as a natural basis for the formation of labor potential. Labor potential of society.

2.1. Population as a demographic category.

Population as an element of productive forces and a carrier of production relations. Population as a subject of socio-economic relations.

2.2. Characteristics of the qualitative and quantitative composition of the population.

Employment. Quality of the population. Population structure in demographic statistics. Permanent, available and legal population. Age and gender structure of the population. Population in pre-working, working and post-working age. Definition of working capacity. Types of working capacity. General ability to work. Professional ability to work. Limited ability to work.

2.3. The working-age population of Ukraine.

Economically active and economically inactive population. Definition of economic activity.

Topic 3. Labor potential management system.

3.1 Theoretical foundations of labor potential management as a system.

Management system. Management functions. Production and technological structure of the economy. Institutional structure of the economy. Social structure of society. Henri Fayol's management system. The purpose of labor potential management. Object and subject of labor potential management.

3.2. Elements of the state system of labor potential management. Subsystem of labor force formation. Subsystem for managing the process of labor resources distribution. Labor force management subsystem. Goals, objectives and functions of labor potential management. Organizational and functional aspect of the state system of labor potential management.

3.3. Structure of the labor potential management system.

Historical development of the structure of labor potential management bodies. Structure of state, regional and sectoral labor potential management bodies. General management bodies. Special management bodies and bodies of sectoral competence. Legislative framework of labor potential management. Executive power of labor potential management. Judicial authorities of labor potential management. Research institutions and their role in the information and regulatory support of labor potential management.

Topic 4. Ensuring the labor potential management system.

4.1 Regulatory and legal framework for labor potential management, the procedure for its development, approval and revision.

Norms of law. Mandatory and dispositive legal acts. The mechanism of legal regulation of social and labor relations. The role of legal support of the labor potential management system.

4.2. The system of legal acts regulating the management of labor potential.

The main legislative acts in the field of labor. Basic provisions of the Constitution of Ukraine. The Labor Code of Ukraine. Basic labor rights of employees. Equality of labor rights of citizens. Regulation of labor relations. The Law of Ukraine "On Employment of the Population". Definition of employment. State guarantees of the right to choose a profession. The Law of Ukraine "On Collective Contracts and Agreements". The Law of Ukraine "On the Procedure for Settlement of Collective Labor Disputes (Conflicts)", etc. Scientific and methodological support of the processes of managing and utilizing labor potential. Regulatory and methodological support of the labor potential management system. Documents of organizational, methodological and guidance nature.

Topic 5. Labor market in the system of labor potential management.

5.1. Labor market as a subsystem of a market economy: features and differences from other markets.

The essence of the categories "labor market" and "labor resources market". The connection of the labor market with other types of markets. Specificity of the labor market. Functions and types of the labor market. The current labor market. The role of the labor market as a tool for incorporating labor into social production. Subjects of the labor market. The market of labor resources. Labor market as a special type of market.

5.2. Labor market regulators.

Competition in the labor market, its types and role in the market economy.

5.3. Components of the labor market.

Characteristics of the labor market of Ukraine. The structure of the labor market. Regional and national labor market. Primary and secondary labor market. Labor market functions. Social division of labor. Information function. Intermediary function. Playback function. Stimulating function. Health function. Regulatory function. Conditions of effective functioning and development trends.

Topic 6. Planning and forecasting of labor resources.

6.1. The essence and significance of planning and forecasting labor resources for the progressive development of society.

The main tasks of planning. Methods of planning and forecasting labor resources. Method of extrapolation. Normative method. Method of successive

approximations. Component method. Stages of labor resource forecasting. Stages of labor resource planning.

6.2. The system of labor resources balances.

Labor market balance. Annual balance of availability and distribution of specialists with higher education. Construction of a labor balance scheme, its content.

6.3. Stages and methods of planning and forecasting of labor resources.

Intersectoral balance of public labor costs. Consolidated balance of labor resources. Partial balances of labor resources. Labor market balance, its essence, procedure and methods of development. Methods of balance calculations. Forecasting the number and composition of labor resources. Planning the employment of the able-bodied population and meeting the labor needs of the national economy. Optimization of the proportions of labor resources distribution by sectors of the national economy, territories and main activities. Forecasting of the population and the composition of labor resources. Demographic forecasting. Socio-economic forecast. World experience in planning and forecasting of labor resources. American management system. Swedish management system. Italian management system.

Content module 2. Main directions of labor potential management.

Topic 7. Human capital is a dominant factor in the socio-economic development of society.

7.1. The essence of human capital.

Micro and macroeconomic levels of the concept of "human capital". Theory of human capital.

7.2. Human capital as a component of intellectual capital.

Human capital management of the organization. Methods for assessing the effectiveness of human capital.

7.3. Efficiency of human capital use.

Topic 8. Motivation of economic activity of the population.

8.1. The concept of motivation.

Content theories of motivation. Process theories of motivation. Classification of motivation. Classification of motives.

8.2. Motivation of economic activity of the population as a component of the labor potential management system.

Definition of the concept of "needs" as a state that coordinates the activities, behavior, thinking, will and feelings of employees. Classification of needs. Identification of the needs of society and the needs of the population. Creating conditions for a working situation that involves influencing employee behavior through needs, interests, desires and goals.

8.3. Forms and methods of material and non-material motivation of employees' economic activity.

Motives of the material order. Motives of non-material order. Incentives as tools that cause the action of certain motives. Classification of incentives.

Topic 9: Social organization of labor in the system of labor potential management.

9.1. Theoretical foundations and objective prerequisites of social organization of labor.

Social and labor relations and their subjects. The main social forces of society and the need to coordinate their actions in the field of social and labor relations. Regulation of social and labor relations. The essence of social partnership and its role in the regulation of social and labor relations and the use of labor relations. Principles, functions and directions of social partnership Components of the social partnership system and the mechanism of its functioning. State functions in social partnership. Functions of the employer. Levels of regulation of social and labor relations. The procedure for negotiating at the national level and concluding a general agreement. The Law of Ukraine "On Collective Bargaining and Agreements". Structure and content of the general agreement.

9.2. Subjects of social partnership.

Subjects and procedure of negotiations at the sectoral (territorial and sectoral) level. Content of sectoral and regional agreements.

9.3. Regulation of social and labor relations.

Social partnership at the production level.

9.4. The system of collective bargaining regulation of social and labor relations.

Collective bargaining agreement as the main normative act regulating labor relations at the level of an enterprise (organization). Content of collective bargaining agreements. National Council of Social Partnership.

9.5. Foreign experience of social partnership.

Experience of applying the principles of social partnership in countries with developed market economies. Legal and organizational problems of establishing a system of social partnership in Ukraine.

Topic 10. Social policy in the system of labor potential management.

10.1. The role and content of social policy in the system of labor potential management.

The content of social policy at the stage of transition to a market economy and the tasks of state social policy. Subjects of social policy. The purpose of social policy. The main tasks of social policy. Social monitoring and principles of social policy. Modern directions of social policy in Ukraine. Social protection of the population as an element of social policy. Content of the process of social protection of the population. Principles of building a social protection system. Targeting of social assistance. The role of public consumption funds. The content of the social insurance process. Forms of social insurance of the population in the new economic conditions. Budgetary and insurance system of health care financing and the introduction of insurance medicine. The system of pension provision.

10.2. Prospects for the development of social policy in Ukraine, taking into account international experience.

Foreign experience of social policy formation.

Topic 11. Foreign experience in managing labor potential.

11.1. Foreign experience in implementing the state employment program.

Foreign experience in regulating employment in the tangible and intangible sectors. Active employment programs. Passive employment programs.

11.2. World experience in planning and forecasting of labor potential.

American model of planning and forecasting of labor potential. Scandinavian model of planning and forecasting of labor potential. Italian model of planning and forecasting of labor potential.

11.3. Foreign experience in the formation of general education and professional level of labor potential.

Formation of the general and professional level of labor potential in the UK. Formation of the general and professional level of labor potential in Western countries.

Topic 12: Efficiency of labor potential use.

12.1. Indicators and criteria of efficiency of labor potential use.

Theoretical foundations of economic efficiency. Concepts, indicators and criteria of economic and social efficiency of labor potential use.

12.2. The mechanism of motivation to work.

Conditions and factors for increasing the efficiency of the use of labor potential of society. Material and technical factors. Organizational and economic factors. Socio-economic factors. Demo-economic factors. Methodical bases of classification of reserves of efficiency of labor potential use.

12.3. Salary in the labor efficiency management system.

Regulation of the effective use of labor. Mechanism for regulating labor efficiency. Mechanism of motivation for effective work. The role of wages in the formation of a labor efficiency management system.

12.4. Mechanism for regulating the efficient use of labor potential.

The current level of efficiency of the use of labor potential of Ukraine. Types of reserves and their classification. Ways to improve the efficiency of the use of labor potential of Ukraine.

The list of practical (seminar) / laboratory studies in the course is given in table 2.

Table 2

The list of practical (seminar)) / laboratory studies

Name of the topic and/or task	Content
Topic 1. Task 1.	Solving practical tasks regarding the calculation of the effectiveness of demographic and migration processes.
Topic 2. Task 2.	Solving practical tasks regarding the calculation of demographic load indicators.
Topic 3. Task 3.	Solving practical tasks in calculating population reproduction indicators.
Topic 4. Task 4.	Solving practical tasks for assessing the effectiveness of the labor market.
Topic 5. Task 5.	Solving practical tasks for assessing the level of employment.
Topic 6. Task 6.	Solving practical problems regarding the assessment of human capital.
Topic 7. Task 7.	Solving practical tasks regarding the determination of economic activity assessment indicators and the level of income of the population.
Topic 8. Task 8.	Solving practical tasks in calculating the balance of labor resources.
Topic 9. Task 9.	Solving practical tasks in assessing the level of unemployment in the labor market.

Topic 10. Task 10.	Solving practical problems in assessing the effectiveness of social policy.
Topic 11. Task 11.	Solving practical tasks to determine the level of development of the labor potential of the country's population.
Topic 12. Task 12.	Solving practical tasks in evaluating the effectiveness of the labor potential management system.

The list of self-studies in the course is given in table 3.

Table 3

List of self-studies

Name of the topic	Content
Topic 1 - 12	Studying the lecture material.
Topic 1 - 12	Preparation for practical classes.
Topic 3, 6, 9, 12.	Preparation for performing diagnostics (testing).
Topic 5, 10	Preparing for tests.
Topic 6, 12	Preparing for colloquia.
Topic 12	Preparing for a complex individual task.

The number of hours of practical (seminar) and / or laboratory classes and hours of self-study is given in the technological card of the course.

TEACHING METHODS

In the process of teaching the course, in order to acquire certain learning outcomes, to activate the educational process, it is envisaged to use such teaching methods as:

Verbal (lecture (Topics 1, 2, 5, 7, 12), problem lecture (Topics 3, 4, 8, 10, 11), lecture-dialogue (Topics 6, 9)).

Visual (demonstration (Topics 1-12)).

Practical (practical work (Topics 1-12)).

FORMS AND METHODS OF ASSESSMENT

The University uses a 100-point cumulative system for assessing the learning outcomes of students.

Current control is carried out during lectures, practical, laboratory and seminar classes and is aimed at checking the level of readiness of the student to perform a specific job and is evaluated by the amount of points scored:

– for courses with a form of semester control as grading: maximum amount is 100 points; minimum amount required is 60 points.

The final control includes current control and assessment of the student.

Semester control is carried out in the form of a semester exam or grading.

The final grade in the course is determined:

– for disciplines with a form of grading, the final grade is the amount of all points received during the current control.

During the teaching of the course, the following control measures are used:

Current control: diagnostic tools by topic (20 points); written tests (20 points); colloquia (30 points); complex individual assignment (30 points).

Semester control: Grading

More detailed information on the assessment system is provided in technological card of the course.

RECOMMENDED LITERATURE

Main

1. Качан Є. П. Управління трудовими ресурсами : навч. посібн. / Є. П. Качан, Д. Г. Шушпанов. – Київ : Вид. Дім "Юридична книга", 2018. – 313 с.
2. Менеджмент персоналу / [М. Недашківський, Г. Євтушенко, Л. Гацька]. – Ірпінь, Містечтво, 2020. – 252 с.
3. Соціальна економіка [Електронний ресурс] : навч. посіб. / Г. В. Назарова, С. Ю. Гончарова, Ю. В. Сотнікова, Н. В. Аграмакова ; Харківський національний економічний університет ім. С. Кузнеця. – Харків : ХНЕУ ім. С. Кузнеця, 2018. – 284 с. [Електронний ресурс]. – Режим доступу: <http://repository.hneu.edu.ua/handle/123456789/22019>.
4. Управління трудовим потенціалом / [В. Васильченко, А. Гриненко, О. Грішнова, Л. Керб]. – Київ : ХНЕУ, 2018. – 403 с.

Additional

5. Ачкасова О.В. Роль соціального підприємництва у вирішенні проблеми молодіжного безробіття / О. В. Ачкасова // Регіональна економіка та управління. – 2021. – №1(31). – С. 5–8. – [Електронний ресурс]. – Режим доступу: <http://repository.hneu.edu.ua/handle/123456789/25502>.
6. Должанський І. В. Управління потенціалом підприємства : [навч. посібник] / І. В. Должанський. – Київ : Центр навч. літ-ри, 2019. – 362 с.
7. Економіка праці [Електронний ресурс] : навч. посіб. / Г. В. Назарова, Х. Ф. Агавердієва, Н. В. Аграмакова [та ін.] ; за заг. ред. Г. В. Назарової; Харківський національний економічний університет ім. С. Кузнеця. – Харків : ХНЕУ ім. С. Кузнеця, 2019. – 330 с. [Електронний ресурс]. – Режим доступу: <http://repository.hneu.edu.ua/handle/123456789/22471>.
8. Креативна економіка та менеджмент [Електронний ресурс] : навч. посіб. / Г. В. Назарова, Ю. В. Сотнікова ; Харківський національний економічний університет ім. С. Кузнеця. – Харків : ХНЕУ ім. С. Кузнеця, 2018. – 159 с. [Електронний ресурс]. – Режим доступу: <http://repository.hneu.edu.ua/handle/123456789/20645>.
9. Лебединська О. С. Соціальна безпека українського суспільства / О. С. Лебединська, О. В. Іванісов // Соціально-правові аспекти захисту прав дітей: зб. матер. наук.-практ. конф., м. Харків, 26 трав. 2022 р. – Харків: ХНЕУ ім. С. Кузнеця, 2022. – С. 51-55. – Електронний ресурс]. – Режим доступу: <http://repository.hneu.edu.ua/handle/123456789/27500>.
10. Управління персоналом : [навчальний посібник] / [В. Рудьков, С. Гуткевич, Т. Мостянська]. – К. : Кондор, 2019 – 310 с.

11. Borjas G. J. Labor Economics / G. J. Borjas. – 8th Edition. – McGraw-Hill, 2020. – 497 p.
12. Ioannou G. Employment, Trade Unionism, and Class: The Labour Market in Southern Europe since the Crisis / G. Ioannou. – Routledge, 2021. – 224 p.
13. Larsson A. (ed.). The Digital Transformation of Labor: Automation, the Gig Economy and Welfare / A. Larsson (ed.). – Routledge, 2020. – 372 p.
14. Ness I. (ed.). Platform Labour and Global Logistics: A Research Companion / I. Ness (ed.). – Routledge, 2022. – 314 p.

Information resources

15. Головне управління статистики в Харківській області. [Електронний ресурс]. – Режим доступу : www.uprstat.kharkov.ukrtel.net.
16. Державна служба статистики України. [Електронний ресурс]. – Режим доступу : www.ukrstat.gov.ua.
17. Інститут демографічних досліджень. [Електронний ресурс]. – Режим доступу : www.demographia.gov.ua.
18. Сайт персональних навчальних систем ХНЕУ ім. С. Кузнеця. Дисципліна “Трудова економіка” [Електронний ресурс]. – Режим доступу: <https://pns.hneu.edu.ua/course/view.php?id=254>.