**SOCIAL ASPECTS OF LABOR**

1. **GENERAL CHARACTERISTIC OF THE DISCIPLINE SOCIAL ASPECTS OF LABOR**

The work program of the discipline is compiled in accordance with the requirements of the Federal State Educational Standard for Higher Professional Education.

|  |  |  |  |
| --- | --- | --- | --- |
| **Direction code** | **Direction name** | **Requisites of the order of the Ministry of Education and Science of the Russian Federation**  **on the approval and implementation of the FSES HE[[1]](#footnote-1)** | |
| **Date** | **Order number** |
| 38.06.01 | Economy | 30.07.2014 | 898 |

**1.1. Abstract of the discipline content:**

**The purpose of the discipline** is to develop practical skills in the field of productivity management and labor efficiency, labor relations and the social partnership mechanism use.

The study of the discipline "Social aspects of labor" is aimed at the solution of the following **tasks:**

- to expand theoretical knowledge in the field of economics and sociology of labor;

- to give practical and methodological knowledge in the field of organizing work at various levels;

- to teach the development of procedures and methods of control in relation to labor.

**1.2. The planned results of the discipline**

**In the course of studying the discipline, the post-graduate student must:**

**Know:**

* theoretical and methodological provisions of the study of social and labor relations, social processes and phenomena in the world of work;
* components of the labor culture, organizational culture as a tool to increase the motivation of labor;
* legislative base of social and labor relations;
* accumulated world experience and modern approaches in the field of labor management;
* methods and technologies of information gathering, research and analysis of key indicators on work.

**Be able to:**

* explore social processes;
* analyze the labor market;
* study the forms and methods of organizing and stimulating labor activity;
* apply methods of evaluation and analysis of key indicators of work;
* develop recommendations for the regulation and management of social processes to create optimal conditions in the world of work;
* identify ways to improve the quality of the workforce;
* implement technologies for managing labor potential;
* develop systems of measures for the prevention and resolution of labor conflicts;
* optimize the social structure of the labor organization;
* apply methods to assess the impact and effectiveness of implemented technologies;
* develop control procedures and methods in relation to labor.

**Demonstrate skills and experience:**

* in search of ways of realization of labor potential of the worker;
* creating an optimal combination of moral and material incentives in the market;
* optimization of the labor organization social structure;
* studying the causes of labor conflicts and developing measures for their resolution and prevention;
* application of quantitative and qualitative methods of analyzing work activity;
* forming the cause-effect relationships between phenomena in the world of work; - identification of features and problems of social and labor relations;
* the basis for the development of social and labor relations;
* knowledge of competitiveness management methods based on human capital management;
* knowledge of human resources management technologies;
* evaluation of the effectiveness of implemented projects and programs for managing labor potential;
* organization's potential testing in the current economic conditions and social incentives to work.

1. **SCOPE OF DISCIPLINE AND KINDS OF ACADEMIC WORK**

**2.1. Distribution of hours of study sessions by terms**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Types of educational work, forms of control** | **Hours, total** | **Terms,**  **numbers** | | |
| **3** |  |  |
| **Classroom studies** | **4** | **4** |  |  |
| Lectures | 4 | 4 |  |  |
| Practical classes | 0 | 0 |  |  |
| Laboratory classes | 0 | 0 |  |  |
| **Postgraduate students’ individual work, including all types of current attestation** | **104** | **104** |  |  |
| **Midterm attestation** |  | **test** |  |  |
| **The total score of the curriculum, hours.** | 108 | | | |
| **The total score of the curriculum, credits** | 3 | | | |

1. **CONTENTS OF THE DISCIPLINE**

|  |  |  |  |
| --- | --- | --- | --- |
| № | Section, topic of the training course, content | Labor intensity | |
| Hours | Credit unit |
| 1 | **Section 1. Social processes and labor market.**  Topic 1.1. Labor as a form of society. The essence of the labor process, social and labor relations and phenomena in the world of work.  Topic 1.2. Labor as a social process and social institution.  Topic 1.3. Labor activity and social institutions. Methodology of research of economic and social processes from the point of view of labor.  Topic 1.4. Key indicators of labor activity: technologies of information collection and analysis. | 1 |  |
| 2 | **Section 2. Human Resources.**  Topic 2.1. Goals, values, nature of man.  Topic 2.2. Needs, potential and motives of human activity.  Topic 2.3. Modern approaches to labor management: foreign and Russian experience.  Topic 2.4. Quality of labor: ways to increase.  Topic 2.5. Organization and management of the personnel | 1 |  |
| 3 | **Section 3. Regulation of labor relations.**  Topic 3.1.Technologies of labor relations management, methods of their research and evaluation.  Topic 3.2. Productivity and labor efficiency: technologies for managing labor potential.  Topic 3.3. Organizational culture as a tool for increasing work efficiency.  Topic 3.4. Contradictions in the social and labor sphere and the possibility of overcoming them.  Topic 3.5. Labor conflicts: essence, causes and consequences.  Topic 3.6. Methods of control of labor activity | 2 |  |
| TOTAL | | 4 | 0,11 |

* 1. **The name of topics, their content, scope of lecture classes in hours**
  2. **Postgraduate students’ individual work**

|  |  |  |  |
| --- | --- | --- | --- |
| Sections and topics for  self-study | The list of tasks for individual work (abstracts, reports, translations, calculations, etc.) | Labor intensity | |
| Hours | Credit units |
| **Section 1. Social processes and labor market.**  Topic 1.4. Key indicators of labor activity: technologies of information collection and analysis. | Report on "Key indicators of labor activity" | 35 | 0,97 |
| **Section 2. Human Resources.**  Topic 2.2. Needs, potential and motives of human activity.  Topic 2.3. Work organization and personnel management. | Report on "Types of moral and material incentives for work"  Abstract on "Managing the competitiveness of an organization based on human resources management"  Translation of foreign articles on the topic | 34 | 0,95 |
| **Section 3. Regulation of labor relations.**    Topic 3.2. Productivity and labor efficiency: technologies for managing labor potential.  Topic 3.5. Labor conflicts: essence, causes and consequences. | Abstract on the topic "The Potential of a Commercial Organization in the Current Economic Conditions and Social Incentives to Labor in Russia"    Abstract on "Labor conflicts and measures to resolve them"  Report on "Measures to prevent labor conflicts"  Translation of foreign articles on the topic of classes | 35 | 0,97 |
| TOTAL | | 104 | 2,89 |

1. FSES HE - Federal State Education Standards of Higher Education [↑](#footnote-ref-1)