



MINISTRY OF SCIENCE AND HIGHER EDUCATION OF THE RUSSIAN FEDERATION
Federal State Budgetary Educational Institution of Higher Education
«**KAZAN STATE POWER ENGINEERING UNIVERSITY**»
(FSBEI HE «KSPEU»)

APPROVED

Director of the Institute of
Digital Technologies and
Economics

Zainullin R.R.

«24» _____ February _____ 2026

WORK PROGRAM FOR THE DISCIPLINE

B1.V.ED.01.02.03 Management of labor processes in an organization

Field of training	<u>38.03.02 Management</u>
Qualification	<u>Bachelor's Degree</u>

Kazan, 2026

Program developed by:

Department name	Position, academic degree, academic title	Full name Developer
Management	Doctor of Social Sciences, prof.	Makhiyanova A.V.

Approval	Name of department	Date	Minutes No.	Signature
Approved	Management	10.02.2026	Protocol №5	Head of Department, Doctor of Social Sciences, Professor Makhiyanova A.V.
Agreed	Management	10.02.2026	Protocol №5	Head of the Department., Doctor of Social Sciences, prof.Makhiyanova A.V.
Agreed	Educational and Methodological Council of IDTE	24.02.2026	Protocol №6	Director, Ph.D., Associate Professor, Zainullin R.R..
Approved	Scientific Council of IDTE	24.02.2026	Protocol №6	Director, Ph.D., Associate Professor, Zainullin R.R.

1. Purpose, objectives and planned learning outcomes for the discipline

The purpose of the discipline "Management of Labor Processes in Organizations" is to familiarize students with the most important phenomena in the socio-labor sphere, to show the changes that occur in the development of the labor market and employment, in the organization and regulation of wages, and to have an understanding of the main trends and directions in the socio-labor sphere. The discipline also aims to provide students with knowledge of how applied sociological research is conducted and how these skills can be applied in professional activities.

The objectives of the discipline are to familiarize students with the methodology and tools of analysis, to study the social structure of society and the labor organization, and to familiarize them with the methods of collecting and analyzing information. The discipline also focuses on the study and application of methods for planning the number of employees, labor productivity, and the factors that influence its growth.

Competencies that students acquire:

Competence code and name	Indicator code and name
PC-3 Able to use advanced domestic and foreign experience in the field of organizational management to prepare balanced management decisions, taking into account the influence of the modern socio-economic environment.	PC-3.1 Analyzes advanced domestic and foreign experience in the field of organizational management.

2. The place of the discipline in the structure of the educational program

Pre-requisites (modules), practices, research, etc., Business planning, Social and technological entrepreneurship, Economics, Digital ecosystems.

Subsequent disciplines (modules), practices, research, etc. Investment Management, Project Management.

3. Structure and content of the discipline

3.1. Structure of the discipline

For full-time education

Type of educational work	Total CU	Total hours	Semester(s)	
			7	8
TOTAL LABOR INTENSITY OF THE DISCIPLINE	8	288	144	144
CONTACT WORK*	-	93	50	43
CLASSROOM WORK	2,2	80	44	36
Lectures	0,7	26	14	12
Practical (seminar) classes	1,5	54	30	24
Laboratory work			-	-
STUDENT'S INDEPENDENT WORK	3,8	136	64	72

Study of educational material	0,6	20	6	7
Course project			-	-
Course paper			-	-
Preparation for the intermediate certification	1	72	36	36
Intermediate certification:			E	E

For full-time and part-time education

Type of educational work	Total CU	Total hours	Semester(s)	
			B	C
TOTAL LABOR INTENSITY OF THE DISCIPLINE	8	288	108	180
CONTACT WORK*	-	126	52	74
CLASSROOM WORK	3	110	46	64
Lectures	1,3	48	16	32
Practical (seminar) classes	2	72	30	32
Laboratory work			-	-
STUDENT'S INDEPENDENT WORK	4,6	166	58	108
Study of educational material			6	10
Course project			-	-
Course paper			-	-
Preparation for the intermediate certification	0,4	13	4	9
Intermediate certification:			T	E

3.2. The content of the discipline, structured by sections and types of activities

Discipline sections	Total hours	Distribution of labor intensity by types of educational work				Forms and type of control	Indices of indicators of formed competencies
		lectures	lab. work	pr. ex.	ind. work		
Chapter 1		4		9	22	TC1	PC-3.1
Chapter 2		4		9	22	TC2	PC-3.1
Chapter 3		4		9	22	TC3	PC-3.1
Chapter 4		4		9	22	TC4	PC-3.1
Chapter 5		4		9	24	TC5	PC-3.1
Chapter 6		6		9	24	TC6	PC-3.1
Exam	36					EM 1	PC-3.1
Exam	36					EM 2	PC-3.1
TOTAL	288	26		54	136		

3.3. Content of the discipline

Section 1. Labor and its Role in Modern Conditions. The Labor Market

Topic 1.1. The concept of "Management of an organization's labor processes"

Topic 1.2. Social Essence, Structure, and Indicators

Topic 1.3. The Place of Labor in the System of Other Sciences

Section 2. Human Resource Management in Society

Topic 2.1. Human Resources of Society

Topic 2.2. Social Structure of the Organization

Topic 2.3. Employment and Unemployment. Labor Markets

Section 3. Concept, content, and forms of labor behavior and labor motivation

Topic 3.1. Work Satisfaction

Topic 3.2. Labor Motivation, Essence and Types

Topic 3.3. Motivational Core of Labor Behavior. Motivational Model

Section 4. Social and Labor Mobility

Topic 4.1. The concept of social and labor mobility

Topic 4.2. Types of social and labor mobility

Topic 4.3. Migration as a special type of social and labor mobility

Section 5. Labor Conflict

Topic 5.1. Management of labor conflicts in an organization

Topic 5.2. Typology of labor conflicts. Causes of conflicts

Topic 5.3. Methods of conflict resolution

Section 6. Rationing and Regulation of Labor and Work Processes

Topic 6.1. Labor Rationing and Remuneration

Topic 6.2. Analysis of Labor Productivity Indicators

Topic 6.3. Labor Audit

3.4. Thematic plan of practical classes

Section 1. The Essence, Content, and Structure of the Labor Market

1.1 The concept of "attitude towards work"

1.2. The main factors and indicators of labor activity

1.3. Measuring the level of job satisfaction using specific sociological methods

Section 2. Human Resource Management Subjects in Society

2.1. The labor market, primary and secondary labor markets

2.2. The main problems of managing human resources in society

2.3. Population migration, the main problems in modern Russia

Section 3. State Employment Policy

3.1. International division of labor

3.2. International labor markets

3.3. National and regional labor markets

4. The essence and features of the concept of "labor adaptation"

4.1. Objective conditions of labor adaptation

4.2. Subjective factors of labor adaptation

4.3. Psychological aspects of adaptation

Section 5. Social structure and social processes of an organization

5.1. The specifics of research on the problems of labor organization in a market economy

5.2. Forms of labor behavior

5.3. Deviant behavior in the field of labor

Section 6. The Role of Labor Productivity in Economic Growth

6.1. Problems of increasing labor productivity in modern organizations

6.2. Wages as an economic category

6.3. Social and labor mobility

3.5. Thematic plan of laboratory work

This type of work is not provided for in the curriculum.

3.6. Course project / term paper

This type of work is not provided for in the curriculum.

4. Assessment of learning outcomes

The assessment of learning outcomes in the discipline is carried out as part of the current control and intermediate certification, which are carried out using the point-rating system (PRS).

Assessment scale for learning outcomes in the discipline:

Competence code	Competence indicator code	Planned learning outcomes by discipline	The level of formation of the competence indicator			
			High	Average	Below average	Low
			from 85 to 100	from 70 to 84	from 55 to 69	from 0 to 54
			Assessment scale			
			excellent	good	satisfactory	unsatisfactory
			counted			not counted
PC-3 Able to use advanced domestic and foreign experience in the field of organizational management to prepare balanced management decisions, taking into account the influence of the modern socio-economic environment.	PC-3.1 Analyzes advanced domestic and foreign experience in the field of organizational management.	to know: advanced domestic and foreign experience in organizing production management, improving the organization, rationing, and remuneration of labor, taking into account the influence of the modern socio-economic environment				
		The level of knowledge of advanced domestic and foreign experience in organizing and managing production, improving the organization, rationing, and wages, taking into account the influence of the modern socio-economic environment, in the amount	There are several minor errors in the level of knowledge of advanced domestic and foreign experience in production management, improvement of organization, rationing, and remuneration of labor, taking into account the influence of the modern socioeconomic environment.	The minimum acceptable level of advanced domestic and foreign experience in organizing production management, improving organization, rationing, and remuneration, taking into account the influence of the modern socioeconomic	The level of knowledge of advanced domestic and foreign experience in organizing production management, improving the organization, rationing, and remuneration of labor, taking into account the influence of the modern socioeconomic	

			corresponding to the training program, without errors		environment, contains many non-gross errors.	environment, is below the minimum requirements. There are gross errors
to be able to: develop organization development plans, communication programs, and maintain a positive social and psychological climate in the team, work in a team, and build effective communications with colleagues and management.						
			He demonstrated all the basic skills for developing organizational development plans, communication programs, and maintaining a positive social and psychological climate in the team, as well as working in a team and building effective communication with colleagues and management.	All the basic skills of developing organization development plans, communication programs, and maintaining a positive social and psychological climate in the team have been demonstrated.	All the basic skills of developing organization development plans, communication programs, and maintaining a positive social and psychological climate in the team, as well as working in a team and building effective communication with colleagues and management, have been demonstrated. However, there are some minor errors.	All the basic skills of developing organization development plans, communication programs, and maintaining a positive social and psychological climate in the team have not been demonstrated. There are also serious mistakes in working in a team and building effective communication with colleagues and management.

		<p>to own: tools for labor rationing and remuneration, to use standard methods and ways of performing professional tasks in the field of labor management of the organization, to evaluate their efficiency and quality</p>		
	<p>The skills of using labor rationing and remuneration tools, as well as using standard methods and techniques for performing professional tasks in the field of labor management and organization, have been demonstrated</p>	<p>Basic skills in labor rationing and remuneration have been demonstrated, as well as the use of standard methods and techniques for performing professional tasks in the field of labor management, and evaluating their effectiveness and quality.</p>	<p>The minimum set of skills in using labor rationing and remuneration tools has been demonstrated, as well as the use of standard methods and techniques for performing professional tasks in the field of labor management and organizational processes, and evaluating their effectiveness and quality.</p>	<p>The skills of using labor rationing and remuneration tools, as well as using standard methods and techniques for performing professional tasks in the field of labor process management, have not been demonstrated.</p>

The assessment materials for current control and intermediate certification are provided in the Appendix to the discipline's working program.

A complete set of tasks and materials required for evaluating the learning outcomes of the discipline is stored at the developer's department.

5. Educational and informational support for the discipline

5.1. Educational and methodological support

5.1.1. Basic literature

1. Fundamentals of Labor Organization: A Textbook / L. A. Zhigun. - Moscow: Knorus, 2021. - 180 p. - (Bachelor's Degree). - URL: <https://book.ru/book/941852>. - ISBN 978-5-406-09028-2. - Text: electronic.
2. Shapiro, S. A., Sociology of Management: A Textbook / S. A. Shapiro, M. S. Sokolova. — Moscow: KnoRus, 2022. — 334 p. — ISBN 978-5-406-08971-2. — URL: <https://book.ru/book/941790>. — Text: electronic.
3. Occupational Safety: Textbook / V. A. Korzh, A. V. Frolov, and A. S. Shevchenko; edited by A. V. Frolov. - Moscow: Knorus, 2022. - 424 p. - URL: <https://book.ru/book/942452>. - ISBN 978-5-406-09118-0. - Text: electronic.

5.1.2. Additional literature

1. Mumladze, R. G., Labor Economics: Textbook / R. G. Mumladze, N. V. Bykovskaya, N. M. Ivanova. — Moscow: Rusains, 2021. — 188 p. — ISBN 978-5-4365-5354-2. — URL: <https://book.ru/book/938909>. — Text: electronic.
2. Organization and Management of Construction Production: A Study Guide / A. Yu. Sergeeva, R. Yu. Myasishchev, Yu. V. Myasishchev, and Yu. D. Sergeev. - Voronezh: Voronezh State University of Architecture and Civil Engineering, 2015. - 109 p. - URL: <https://www.iprbookshop.ru/55017.html>. - ISBN 978-5-89040-542-5. - Text : electronic.
3. Economics and Sociology of Labor : Textbook / N. V. Lyasnikov, M. N. Dudin, E. V. Chekanov. - 2nd ed., ster. - Moscow :Knorus, 2017. - 280 p. - URL: <https://book.ru/book/921480>. - ISBN 978-5-406-03256-5. - Text: electronic.

5.2. Information Support

5.2.1. Electronic and online resources

№	Naming of electronic and Internet resources	Link
1	<i>Electronic Library System «Лань»</i>	https://e.lanbook.com/
2	<i>Electronic Library System «iBooks.ru»</i>	https://ibooks.ru/
3	<i>Electronic Library System «book.ru»</i>	https://www.book.ru/
4	• <i>Encyclopedias, dictionaries, reference books</i>	http://www.rubricon.com
5	• <i>Open Education Portal</i>	http://npoed.ru
6	• <i>A single window of access to educational resources</i>	http://window.edu.ru

5.2.2. Professional databases / Information and reference systems

№	Name of professional databases	Address	Access mode
1	eLIBRARY.RU	www.elibrary.ru	www.elibrary.ru

2	National Electronic Library (NEL)	https://rusneb.ru/	https://rusneb.ru/
3	Scientific Electronic Library eLIBRARY.RU	http://elibrary.ru	http://elibrary.ru
4	Federal Educational Portal «Economics, Sociology, Management»	http://ecsocman.hse.ru/	http://ecsocman.hse.ru/
5	Ministry of Economic Development of the Russian Federation	https://economy.gov.ru/	https://economy.gov.ru/

5.2.3. Licensed and freely distributed software of the discipline

№	Name of the software	Distribution method (licensed/free)	Details of supporting documents
1	Windows 7 Professional (Starter)	The user's operating system	CJSC SoftLineTrade No. 2011.25486 dated 28.11.2011 Non-exclusive right. Indefinitely
2	1C:Enterprise 8 Kit for Higher and Secondary Education	"Software for automating accounting and managerial records, economic and organizational activities of an enterprise."	BIT Business Solution LLC No. 21/000608 dated 05.2010 Non-exclusive. Right. Indefinitely
3	Adobe Acrobat	A package of programs for creating and viewing PDF files	Free license Excl. right. Perpetual
4	"Alt-Invest Summ"	Software for preparing, analyzing, and optimizing investment projects in various industries, scales, and areas.	Alt-Invest LLC No. 1-17- 125 dated 02.10.2017 Non-exclusive right . Perpetual

6. Material and technical support for the discipline

Name of the type of educational work	Name of the classroom, specialized laboratory	List of necessary equipment and technical training facilities
Lectures	A classroom for conducting lecture-type classes	Specialized educational furniture, technical teaching aids used to present educational information to a large audience (multimedia projector, computer (laptop), screen), demonstration equipment, and educational visual aids.
Practical exercises	A classroom for conducting seminar-type classes, group and individual consultations, current control, and	Specialized educational furniture, technical teaching aids (multimedia projector, computer (laptop), screen), etc.

	intermediate certification	
Independent work	Computer class with Internet access B-600a	Specialized teaching furniture for 30 seats, 30 computers, technical teaching aids (multimedia projector, computer (laptop), screen), video cameras, and software
	Library Reading Room	Specialized furniture, computer equipment with the possibility of Internet access and access to EIOS, a screen, a multimedia projector, software

7. Features of organizing educational activities for people with disabilities and the disabled

Persons with disabilities (PWD) and disabled people have the opportunity to move freely from one educational and laboratory building to another, to climb all the floors of educational and laboratory buildings, and to study in educational and other premises, taking into account the specifics of their psychophysical development and health conditions.

For the education of persons with disabilities and disabled people with impairments of the musculoskeletal system, conditions of unhindered access to all educational premises are provided. Information about the special conditions created for students with disabilities and disabled people is available on the university website [www//kgeu.ru](http://www.kgeu.ru). Technical assistance is available, as well as sign language and deaf-blind interpretation services.

The following conditions are provided to adapt the reference and educational material on the discipline to the needs of persons with disabilities and hearing impairments:

- to better orient the audience, signals are used to announce the beginning and end of the lesson (the word "bell" is written on the blackboard);
- the attention of a hearing-impaired student is attracted by the teacher's gesture (a hand is placed on the shoulder, and a gentle tap is made);
- when speaking with a student, the teacher looks at the student, speaks clearly, in short sentences, ensuring lip-reading.

Compensation for the difficulties in speech and intellectual development of hearing-impaired students is carried out by:

- using schemes, diagrams, drawings, and computer presentations with hyperlinks that comment on individual components of the image;
- regularly using exercises to graphically highlight the essential features of objects and phenomena;
- providing students with the opportunity to receive targeted email consultations as needed.

The following conditions are provided to adapt the reference, educational, and informational materials provided by the educational program for the selected field of study to the needs of persons with disabilities and visual impairments:

- the official website is adapted to the special needs of visually impaired individuals, and large-print information about the lesson schedule is provided;
- the teacher and their interlocutor (if necessary) are introduced to the students, and the person being addressed is named each time;
- the teacher's actions, gestures, and movements are briefly and clearly explained;
- printed information is provided in large print (18 points or more) and is fully audible;
- the necessary level of lighting is provided in the classrooms;

Students have the opportunity to use computers during classes and to record their explanations on a voice recorder (if desired)

The form of current and intermediate assessment for students with disabilities is determined by the teacher in accordance with the curriculum. If necessary, students with disabilities are given the opportunity to pass intermediate assessment orally, in writing on paper, in writing on a computer, in the form of testing, etc., taking into account their individual psychophysical characteristics, or they are given additional time to prepare their answers.

8. Guidelines for teachers on organizing educational work with students.

Methodological support for the educational process is one of the defining factors for high-quality education. A university teacher, demonstrating high professionalism, erudition, a clear civic position, self-discipline, and a creative approach to solving professional problems, contributes to the formation of a harmonious personality during the educational process.

When teaching a discipline, a teacher can use the following methods of educational work:

- methods of forming an individual's consciousness (conversation, debate, suggestion, instruction, control, explanation, example, self-control, story, advice, persuasion, etc.);
- methods of organizing activities and forming behavioral experience (task, public opinion, pedagogical requirement, assignment, habituation, creation of educational situations, training, exercise, etc.);
- methods of motivating activity and behavior (approval, encouragement of social activity, reprimand, creation of success situations, creation of situations for emotional and moral experiences, competition, etc.)

When implementing the discipline, the teacher should take into account the following areas of educational activity:

Civil and patriotic education:

- formation of students' holistic worldview, Russian identity, respect for their family, society, state, spiritual, moral, and socio-cultural values accepted in the family and society, national, cultural, and historical heritage, and the formation of a desire to preserve and develop it;
- formation of students' active civic position based on the traditional cultural, spiritual, and moral values of Russian society, in order to increase their ability to responsibly exercise their constitutional rights and obligations;
- development of legal and political culture of students, expansion of constructive participation in decision-making affecting their rights and interests, including in various forms of self-organization, self-government, socially significant activities;
- formation of motives, moral and semantic attitudes of the individual, allowing to resist extremism, xenophobia, discrimination on social, religious, racial, national grounds, interethnic and interfaith intolerance, other negative social phenomena.

Spiritual and moral education:

- fostering a sense of dignity, honor, and integrity, as well as respect for parents, teachers, and the elderly;
- promoting principles of collectivism and solidarity, a spirit of mercy and compassion, and a habit of caring for people in difficult situations;
- fostering solidarity and a sense of social responsibility towards people with disabilities, and overcoming psychological barriers towards people with disabilities;
- the formation of an emotionally rich and spiritually elevated attitude towards the world, as well as the ability to convey one's aesthetic experience to others.

Cultural and educational education:

- formation of an aesthetic picture of the world;
- formation of respect for the cultural values of the native city, region, and country;
- increase in the cognitive activity of students.

Scientific and educational education:

- formation of a scientific worldview among students;
- formation of the ability to acquire knowledge;
- formation of skills for analyzing and synthesizing information, including in the professional field.

Changes and approvals for the new academic year

№	No. of the modification section	Date of changes	The content of the changes	"Approved" Head of the Department of the discipline	"Agreed" Chairman of the Management Committee of the Institute (faculty), which includes the graduate department)
1	2	3	4	5	6
1					
2					
3					



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**ASSESSMENT MATERIALS
for the discipline**

B1.V.ED.01.02.03 Management of labor processes in an organization

(exam)	2							
The task of the interim assessment								0-15
In writing on tickets								0-30
TOTAL of 6 semester		20		20		15		100

2. Assessment materials for current control and intermediate certification

The scale of assessment of learning outcomes in the discipline:

Competence code	Competence indicator code	Planned learning outcomes for the discipline	The level of formation of the competence indicator			
			High	Average	Below average	Low
			from 85 to 100	from 70 to 84	55-69	0-54
			Assessment scale			
			excellent	good	satisfactory	unsatisfactory
			зачтено			не зачтено
PC-3 Able to use advanced domestic and foreign experience in the field of organizational management to prepare balanced management decisions, taking into account the influence of the modern socio-economic environment.	PC-3.1 Analyzes advanced domestic and foreign experience in the field of organizational management.	to know: advanced domestic and foreign experience in organizing production management, improving the organization, rationing, and remuneration of labor, taking into account the influence of the modern socio-economic environment	The level of knowledge of advanced domestic and foreign experience in organizing and managing production, improving the organization, rationing, and wages, taking into account the influence of the modern socio-economic environment, in the amount corresponding to the training program,	There are several minor errors in the level of knowledge of advanced domestic and foreign experience in production management, improvement of organization, rationing, and remuneration of labor, taking into account the influence of the modern socioeconomic environment.	The minimum acceptable level of advanced domestic and foreign experience in organizing production management, improving organization, rationing, and remuneration, taking into account the influence of the modern	The level of knowledge of advanced domestic and foreign experience in organizing production management, improving the organization, rationing, and remuneration of labor, taking into account the influence of the modern socioecono

			without errors		socioeconomic environment, contains many non-gross errors.	mic environment, is below the minimum requirements. There are gross errors
		to be able to: develop organization development plans, communication programs, and maintain a positive social and psychological climate in the team, work in a team, and build effective communications with colleagues and management.				
			He demonstrated all the basic skills for developing organizational development plans, communication programs, and maintaining a positive social and psychological climate in the team, as well as working in a team and building effective communication with colleagues and management	All the basic skills of developing organization development plans, communication programs, and maintaining a positive social and psychological climate in the team have been demonstrated.	All the basic skills of developing organization development plans, communication programs, and maintaining a positive social and psychological climate in the team, as well as working in a team and building effective communication with colleagues and management, have been demonstrated. However, there are some minor errors.	All the basic skills of developing organization development plans, communication programs, and maintaining a positive social and psychological climate in the team have not been demonstrated. There are also serious mistakes in working in a team and building effective communication with colleagues and management.
		to own: tools for labor rationing and remuneration, to use standard methods and ways of performing professional tasks in the field of labor management of the organization, to evaluate their efficiency and quality				
			The skills of using labor rationing and remuneration tools, as well as using standard methods and techniques for performing professional tasks in the	Basic skills in labor rationing and remuneration have been demonstrated, as well as the use of standard methods and techniques for performing professional tasks in the field of labor management, and	The minimum set of skills in using labor rationing and remuneration tools has been demonstrated, as well	The skills of using labor rationing and remuneration tools, as well as using standard methods and

			field of labor management and organization, have been demonstrated	evaluating their effectiveness and quality.	as the use of standard methods and techniques for performing professional tasks in the field of labor management and organizational processes, and evaluating their effectiveness and quality.	techniques for performing professional tasks in the field of labor process management, have not been demonstrated
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An "**excellent**" grade is awarded for completing *the test assignments, thoroughly studying the topics for the seminar presentations, diligently completing the control assignments, and actively participating in solving the cases.*

A "**good**" grade is awarded for completing *the test assignments, thoroughly studying the topics for the seminar presentations, diligently completing the control assignments, and actively participating in solving the cases.*

A "**satisfactory**" grade is awarded for completing *the test assignments and actively participating in solving the cases.*

A "**poor**" grade is awarded for poorly completing *the test assignments and solving the cases.*

3. List of evaluation tools

A brief description of the assessment tools used for ongoing progress monitoring and intermediate certification of students in the discipline:

Name of the evaluation tool	Brief description of the evaluation tool	Description of the evaluation tool
Report (Rpt), message (Msg)	A product of a student's independent work, which is a public presentation of the results obtained from solving a specific educational, research, or scientific topic.	Topics of reports and messages
Case Study (CS)	A problem-solving task in which the student is asked to think about a real-life professional situation that needs to be solved	Tasks for solving a case problem
Test	A system of standardized tasks that allows you to automate the process of measuring a student's knowledge and skills	A set of test tasks

4. A list of control tasks or other materials necessary for assessing the knowledge, skills, and abilities that characterize the stages of competency development during the course of the discipline

Example of a task

For current control CC1:

Checked competence: PC-3.1

Test

1. Labor is:

- A) a purposeful human activity aimed at meeting his needs and requirements
- B) a reserve of physical and mental energy of a person
- C) a human activity aimed at obtaining material and spiritual benefits
- D) relations within a team

2. Labor sociology is:

- A) research on the functioning and social aspects of the labor market
- B) the most developed part of Russian social science
- C) a branch of sociology that studies labor activity as a social process
- D) social factors that increase labor efficiency

3. Labor physiology as a science studies:

- A) the influence and mechanism of the labor process on the physiological characteristics of a person
- B) psychological characteristics in the process of labor
- C) human activity in its connection with technology, machines, and means of production
- D) the possibility of analyzing labor efficiency

4. Labor psychology as a science studies:

- A) psychological characteristics in the process of labor
- B) the influence and mechanism of the labor process on the physiological characteristics of a person
- C) human activity in its connection with technology, machines, and means of production
- D) the ability to analyze labor efficiency

5. Ergonomics as a science studies:

- A) the ability to realize labor potential
- B) psychological characteristics in the process of labor
- C) the influence and mechanism of the labor process on the physiological characteristics of a person
- D) the activity of a person in their relationship with machinery, tools, and means of production

6. Labor law:

- A) establishes legal norms of labor, regulates the rights and obligations of subjects of social and labor relations
- B) study psychological characteristics in the process of labor
- C) studies human activity in its connection with machinery, tools, and means of production
- D) provides an opportunity to analyze labor efficiency based on collective indicators of labor productivity, staff numbers and dynamics, and the payroll

7. Labor statistics:

- A) provides an opportunity to analyze labor efficiency based on collective indicators of labor productivity, staff numbers and dynamics, and the payroll
- B) establishes legal labor standards, regulates the rights and obligations of subjects of social and labor relations
- C) study psychological characteristics in the process of labor
- D) studies human activity in its connection with machinery, tools, and means of production

8. Social relations are:

- A) the diverse connections that arise between social groups, classes, and nations, as well as within them, in the course of their economic, political, and social activities.
- B) the relationship between social actors regarding their equality and social justice in the distribution of life's benefits
- C) various interactions between individuals or groups
- D) the relationship between members of social communities and these communities regarding their social status and way of life,

9. What is the object of labor processes?

- A) labor
- B) labor relations
- C) employee
- D) employee and employer

10. What is the subject of labor processes?

- A) labor
- B) labor relations
- C) structure and mechanism of labor relations, social processes and phenomena
- D) participants in labor relations

Report (Rpt), message (Msg)

Topics of reports:

1. Scientific organization of labor (A.K. Gastev).
2. Taylorism in Russia.
3. Economic tasks of scientific organization of labor
4. Psychophysiological tasks of scientific organization of labor
5. Social task of scientific organization of labor.
6. Organization of labor of managers and specialists.
7. Personality in the labor process.

Case-task

From the observations of the president of the railway company: "Many managers of railway management are busy with checking tickets, lubricating axles, clearing steam whistles and showing the chef of the restaurant car how to make a salad. And then they still wonder why their affairs end in failure".

Question. And what should managers do?

For the current control of CC 2:

Checked competence: PC-3.1

Test

1. The labor market is:
 - A) regulates the relationship between supply and demand for labor
 - B) temporary or unstable employment
 - C) low qualifications
 - D) low wages
2. Cyclical unemployment is caused by:
 - A) seasonal fluctuations in the labor market
 - B) changes in the structure of labor demand due to economic changes in the economy
 - C) changes in place of work, including changes in place of residence
 - D) decline in production due to phases of economic cycles
3. Structural unemployment is caused by:
 - A) seasonal fluctuations in the labor force
 - B) changes in the structure of labor demand due to economic changes in the economy
 - C) changes in place of work, including changes in place of residence
 - D) changes in demand for certain types of professions due to changes in consumer demand and technology
4. Labor market segmentation is:
 - A) The division of jobs and workers into relatively stable sectors with limited labor mobility
 - B) Determined by professional, qualification, and other characteristics of social groups
 - C) Determined by labor potential, such as the number of working-age population, level of education, and population activity.
 - D) A universal regulator of the interests of employees and employers
5. The unemployment rate is determined by...
 - A) the ratio of the number of unemployed persons to the number of economically active population
 - B) the ratio of the number of persons who do not have officially registered employment relations to the number of persons who want to find employment
 - C) the ratio of the number of persons in the economically active population to the number of persons in the economically passive population
 - D) there is no correct answer

Case Study (CS)

During the reconstruction of production, the foreman Ivanov was given the task of transferring 10 of his subordinates to a different job. The foreman was extremely uncomfortable with this assignment. He did not want his people to hold a grudge against him, so he was trying to figure out the best way to get out of this situation. Finally, he came up with a solution: he offered all 20 of his subordinates to his supervisor and asked him to choose the ten that he deemed suitable. Unfortunately, the supervisor did not fall for this trick.

- Questions. 1. In your opinion, was the foreman's refusal to Master Ivanov justified?
2. What do you think were the management principles that the foreman explained to Master Ivanov when he refused?
 3. What theoretical principle did Master Ivanov want to apply when he approached the foreman?

Report (Rpt), message (Msg)

1. Personality in the labor process.
2. Professional success of an employee.
3. The human factor in production.
4. The role of labor in the development of an individual and society.
5. Social problems of labor.
6. Social problems of the labor market.
7. Labor potential in a market economy.
8. Social problems of unemployment.
9. Adaptation of employees at an enterprise.
10. Managerial innovations at an enterprise.
11. Selection and placement of personnel.
12. Social development of the workforce.

For the current control of CC 3:

Checked competence: PC-3.1

Test

1. The most holistic psychological characteristic of a group related to the specifics of group activity is
 - A) socio-psychological climate
 - B) personnel
 - C) social structure
 - D) personnel competence
2. The components of the socio-psychological climate are
 - A) attitude towards each other and emotional state
 - B) attitude towards each other and objective attitude
 - C) emotional state and objective attitude
 - D) attitude towards work and attitude towards each other
3. What kind of relationship exists between managers of different levels?
 - A) horizontal
 - B) vertical
 - C) functional
 - D) linear
4. The relationship that arises in the process of work between the employee and the object of his work is
 - A) emotional attitude
 - B) vertical relationship
 - C) objective relationship
 - D) attitude towards the world

5. The evaluative attitude of a person or a group of people towards their work?
 - A) objective relationship
 - B) emotional attitude
 - C) socio-psychological state
 - D) satisfaction with work
6. The work schedule is
 - A) a factor in the formation of the CIIK
 - B) an indicator of the structure of job satisfaction
 - C) a factor in job satisfaction
 - D) a person's evaluation of their work
7. How does the level of expectations affect job satisfaction?
 - A) The absence of expectations has a positive impact on job satisfaction compared to a situation where expectations exist.
 - B) The absence of expectations has a positive impact on job satisfaction compared to a situation where expectations exist.
 - C) the level of expectations does not affect job satisfaction in any way.
 - D) inflated expectations have a positive effect
8. Which of the following is a factor of job satisfaction?
 - A) standardization
 - B) social climate in the team
 - C) the need to leave one's place of residence
 - D) awareness
9. Which of the following is a factor of job satisfaction?
 - A) primary characteristics of work
 - B) salary
 - C) relationship with management
 - D) level of expectations
10. Which of the following is an indicator of the structure of job satisfaction?
 - A) objective characteristics of work
 - B) qualifications and education
 - C) aesthetic environment

Case task (CT)

The annual volume of work in the amount of 340 thousand units of production is planned at the plant. The production rate is 270 units. The number of working days is 252. Calculate the required number of workers.

Saving working time is an important reserve for improving labor efficiency.

For the current control of TC 4:

Checked competence: PC-3.1

Test

1. The movement of people from one socio-professional group to another is
 - A) labor mobility
 - B) activity
 - C) migration
 - D) immigration
2. Professional and labor changes in people's lives compared to their parents reflect
 - A) horizontal movements
 - B) intra-generational movements
 - C) inter-generational movements
 - D) external movements

3. According to the criterion of changing or not changing the status, movements can be
- one-time and permanent
 - forced and voluntary
 - inter-generational and intra-generational
 - horizontal and vertical
4. All objective and subjective circumstances that affect, force, or make it impossible to move are
- causes of movement
 - factors of mobility
 - criteria for classifying mobility
 - reasons for movement
5. The movement of people in terms of territory, including changes in place of residence, is
- migration
 - labor mobility
 - activity
 - travel
6. The movement between places of residence and places of work is
- immigration
 - emigration
 - everyday migration
 - labor mobility
7. The sum of the number of arrivals and departures is
- gross migration
 - the intensity coefficient of departures
 - the net migration coefficient
 - the special migration coefficient
8. The ratio of gross migration to the average population is
- gross migration
 - the intensity coefficient of departures
 - the intensity coefficient of net migration
 - the special migration coefficient
9. The difference between the number of arrivals and departures is
- gross migration
 - the number of departures
 - the net migration balance
 - the coefficient of net profit intensity
10. The number of people who left the administrative unit under consideration during a certain period is
- the number of arrivals
 - the number of departures
 - the net migration balance
 - the gross migration

Case Study (CS)

- The amount of work per shift was 120 million rubles, the number of workers was 5 people. Calculate labor productivity.
- 15 workers produced 10 tons of sour cream, 5 tons of cream, 25 tons of milk, 2 tons of butter conversion factors are used to calculate the Pt.
 $1 \text{ t sour cream} = 8.5 \text{ t milk}$
 $1 \text{ t cream} = 5.7 \text{ t milk}$
 $1 \text{ t butter} = 23 \text{ t milk}$
 Calculate Pt

Report (Rpt), message (Msg)

1. Labor potential in a market economy.
2. Social problems of unemployment.
3. Adaptation of employees at an enterprise.
4. Managerial innovations at an enterprise.
5. Selection and placement of personnel.
6. Social development of the workforce.
7. Sociological service in the management system.
8. Conflict in a market economy.
9. Social tension in the workforce.
10. Problems of labor discipline.

For the current control of TC 5:

Checked competence: PC-3.1

Test

1. The indicator of the efficiency of the use of labor resources, the labor factor is ...
 - a) the productivity of labor
 - b) labor productivity
 - c) capital productivity
 - d) profitability of production
2. Labor productivity is measured:
 - a) only by the amount of products in natural or monetary terms
 - b) only by the amount of time spent on the production of a unit of commodity products
 - c) either by the amount of products in natural or monetary terms, or by the amount of time spent on the production of a unit of commodity products
 - d) your own answer
3. The indicator of the cost of living labor, expressed in working hours, per unit of labor product is:
 - a) production
 - b) labor intensity
 - c) working hours
 - d) capital productivity
4. The types of labor intensity do not include:
 - a) standard
 - b) planned
 - c) quantitative
 - d) actual
5. The types of regulated working time do not include:
 - a) normal
 - b) reduced
 - c) incomplete
 - d) full
6. The degree of the volume of the product of labor, taking into account the quality of labor per unit of labor input, is...
 - a) labor efficiency
 - b) labor productivity
 - c) labor performance
 - d) profitability

7. The amount of labor expended by an employee in the production process over a certain period of time:
- labor efficiency
 - labor productivity
 - labor intensity
 - labor productivity
8. The intensity of labor is not affected by ...
- the gender of the employee
 - the age of the employee
 - natural and climatic factors
 - the health of the employee
9. The economic significance of labor intensity is manifested in its influence on ...
- only the volume of production
 - the volume and cost of production
 - the quality and volume of production
 - the quality and cost of production
10. The overall indicator of labor performance is its:
- productivity
 - efficiency
 - profitability of production
 - all answers are correct

Case Study (CS)

The number of workers is 10. The workload is 800 parts per week.
Calculate the labor productivity.

Report (Rpt), message (Msg)

- Staff turnover in a market economy
- What is the quality of working life?
- Explain the concept of the quality of working life. Name its fundamental concepts.
- Name the main factors of the quality of working life.
- Describe the indicators of the quality of working life from the employee's perspective.
- Describe the indicators of the quality of working life from the employer's perspective.
- The influence of psychological characteristics on labor behavior.

For the current control of TC 6:

Checked competence: PC-3.1

Test

- Production is:
 - an indicator of the cost of living labor;
 - an indicator of the quantity of products, services, and volume of work produced per unit of working time by a worker or a team of workers
 - an indicator of the efficiency of using labor resources
 - an inverse indicator of labor productivity
- A period of calendar time established by law during which an employee must perform their work duties in accordance with the rules of internal labor regulations:
 - working time
 - lunch
 - working week
 - shift change

3. Normalized working time can be:
 - a) normal and incomplete
 - b) reduced and normal
 - c) interrupted and full
 - d) normal, reduced, and incomplete
4. One of the differences between labor efficiency and labor productivity is that:
 - a) reflects the savings in labor costs
 - b) takes into account the quantitative aspect of the result of labor;
 - c) reflects the savings in electricity;
 - d) reflects the savings in materials;
5. The degree of labor intensity, i.e. the amount of labor that an employee spends in the production process over a certain period, is
 - a) labor intensity
 - b) labor productivity;
 - c) labor efficiency;
 - d) labor organization;
6. Labor costs are measured by:
 - a) the number of employees;
 - b) wages;
 - c) the production rate;
 - d) the number of employees and wages
7. The intensity of labor is affected by:
 - a) the gender of employees;
 - b) the age of employees;
 - c) natural and climatic factors;
 - d) all answers are correct
8. The order of distribution of the working time norm, its beginning, end, and breaks in work are:
 - a) working hours
 - b) working week
 - c) working day
 - d) working shift

Case Study (CS)

2 workers produced 20 parts A per shift (8 hours), with a time norm of 30 minutes per unit, and 40 parts B with a time norm of 15 minutes per unit. Calculate the production rate.

For OM

Ticket example

Examples of exam questions:

Question 1

1. Labor and its role in modern conditions.
2. Typology of labor behavior.
3. Case study.

Ticket 2

1. Factors of job satisfaction.
- 2: The essence of social and labor mobility
3. Case study.

Examples of case-based tasks on the exam:

1. According to the statistics for 2018, you need to ***find the total increase and natural increase in the population.***

The population (at the beginning of 2018) was 900,000 people,
 The population (at the end of 2018) was 1,100,000 people,
 102 people were born,
 125 people died.

2. According to the region's data for the reporting period, it is required to ***find the average annual population and the natural population growth.***

Population (beginning of the year) – 950 people,

Population (end of the year) – 1,112 people,

10 people were born,

5 people died.