



"I confirm"

Head of the Department: _____

Protocol No. _____

Date: 2024

Syllabus

General Information	Department	Psychology and Social work
	Faculty	
	Major code	
	Group Number	
	Degree level	<input type="checkbox"/> Bachelor <input type="checkbox"/> Master
	Study format	Full - Time
	Academic year/Semester	2024/Spring
	Year of study	2024-2025
	Academic semester	<input type="checkbox"/> Fall <input type="checkbox"/> Spring <input type="checkbox"/> Summer
Course Information	Course name, code	Sociology and Psychology of Labor
	Credit count	
	Study load (hours)	60
	Teaching methods	<input type="checkbox"/> Lecture <input type="checkbox"/> Seminar <input type="checkbox"/> Laboratory
	Language of instruction	<input type="checkbox"/> Azerbaijani <input type="checkbox"/> English <input type="checkbox"/> Russian
	Course type	<input type="checkbox"/> Mandatory <input type="checkbox"/> Elective
	Prerequisite course/code	
Instructor Information	Instructor's academic degree, academic title, honorary title, last name, first name, patronymic	P.ü.f.d.Abbasova Afərin Mariya Davidova
	Instructor's email address	aferin.abbasova@wcu.edu.az mariya.davidova.2024@wcu.edu.az
	Instructor's contact number	(+994)50 685 39 99 (+994) 55 299 05 44
	Office hours	
Course Description	Sociology and Psychology of Labor is one of the practically important fields of sociological science. It studies social-labor relations and socio-psychological processes in the sphere of labor. Social relations are	

	<p>determined by the similarities and differences in the social status, interests, and behavior of various social groups and individual workers. Social processes refer to the interactions among social groups, collectives, and individual workers, which shape or change their status and social position.</p> <p>The sociology of labor analyzes labor as a fundamental social process, revealing its social nature, organizational forms, and the working conditions in which it takes place. It examines people's attitudes toward labor, their orientation toward material wealth, motivation, stimulation of the labor process, their satisfaction with the process, and the social protection of workers.</p>
<p>Course Objectives</p>	<p>The discipline of Labor Sociology and Psychology is a field that studies the social and psychological aspects of work and labor activity. This course analyzes the behaviors, social relationships, and psychological states of individuals and groups in relation to work and labor. The main objective of the course is to understand the social and psychological dimensions of work life, to study workplace relationships, employee motivation, the psychological impacts of the work environment, and labor rights. It also involves the psychological and sociological analysis of topics such as workplace stress, leadership, employee performance, and team spirit.</p> <p>Moreover, the course covers key issues such as the regulation of labor relations, the social structures of the labor market, workers' rights, and social justice in work life. It provides students with the knowledge to understand the psychological and social dimensions of the workplace, enabling better management, team building, and awareness of labor rights.</p> <p>Understanding the social functioning and development of production and economic complexes as social systems, as well as recognizing the human factor elements in the labor process through interpersonal interactions in the labor sphere, is also a key component. Additionally, mastering the course implies an understanding of social processes within specific labor collectives through sociological tools — such as the methods of collecting, processing, and analyzing sociological data.</p>
<p>Learning Outcomes</p>	<p>The learning outcomes of the “Sociology and Psychology of Labor” course may include the following:</p> <ol style="list-style-type: none"> 1. Fundamentals of the Sociology and Psychology of Labor: Understanding various social and psychological processes related to work and labor activity. 2. Understanding labor relations: Students will comprehend the social and psychological aspects of labor relations, evaluate the interactions between workers and employers, and assess labor rights. 3. Understanding psychological factors in the workplace: Students will analyze psychological effects in the workplace, employee motivation, stress, and emotional states, and how these factors affect work performance. 4. Understanding work performance and motivation theories: Students will utilize theories to enhance employee motivation and performance, and understand the role of psychological factors in these areas.

	<ol style="list-style-type: none"> 5. Developing team management and leadership skills: Students will understand leadership styles and the socio-psychological aspects of teamwork, and will develop skills for effective team building and management. 6. Application of the sociology and psychology of labor: Students will apply the knowledge gained in labor sociology and psychology to real work environments, creating a link between theory and practice to solve workplace social problems.
Course Requirements	<p>In the “Sociology and Psychology of Labor” course, student engagement can be encouraged through the following approaches:</p> <ol style="list-style-type: none"> 1. Participation and Engagement: Students should be encouraged to actively participate in the course, ask questions, and join discussions. This can help them gain a deeper understanding of the topics. 2. Group Research Projects: Students can be assigned group projects or research activities. This helps them develop collaboration, communication, and problem-solving skills. 3. Guest Lectures and Seminars: Experts can be invited as guest speakers, and students can attend seminars related to the field. This gives students first-hand insights into current trends and experiences in the sector. 4. Field Visits: Visiting relevant institutions and companies allows students to observe real-life practices and interact with businesses. This helps them connect theoretical knowledge with practical experience. <p>These practices aim to increase student engagement in the course and enhance their knowledge and skills in the field of sociology and psychology of labor.</p>
Academic Integrity	<p>Academic integrity involves ensuring the originality of one's work and properly acknowledging the ideas or findings of others by citing sources. Violations of Academic Integrity include:</p> <ol style="list-style-type: none"> 1. Plagiarism, 2. Cheating, 3. Submitting the same or part of a previously completed assignment or project in another course without proper citation, 4. Citing non-existent sources or fabricating a database, 5. Completing coursework or assignments on behalf of other students, 6. Engaging in dishonest behavior to gain unfair advantage (e.g., presenting a false medical report without being genuinely ill, providing false excuses to extend deadlines or gain benefits), 7. Taking an exam on behalf of another student or having someone else take an exam for oneself.
Ethical Conduct	<p>Students participating in the “Sociology and Psychology of Labor” course are expected to act ethically, which contributes to their success and respect both in the educational process and in their future professional careers.</p>

	<p>They should adhere to principles of honesty and transparency in coursework and projects, attend classes on time and responsibly, and play an active role in group work to ensure effective teamwork. In addition, they should be sensitive to diversity and cultural awareness, strive to understand various cultures, and help create a learning environment enriched by diversity.</p> <p>For professional development, students should make efforts to communicate with industry professionals and build effective networks, while also improving their problem-solving and critical thinking skills. They should be aware of social media etiquette and professionalism, maintain a credible online image, and uphold online ethical standards.</p> <p>Openness to change, innovation, and career development is also essential. Students should stay informed about changes in the sector, remain open to innovations, and regularly utilize relevant resources for their career growth.</p> <p>These ethical behaviors aim to guide students toward being successful and ethical individuals in both academic and professional contexts.</p>
Primary Reading List	<ol style="list-style-type: none"> 1. Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. 2. Əhmədov F. Sosiologiya və iqtisadiyyat. Bakı. 3. Şahinov R. Əmək hüququ və əmək münasibətləri. Bakı. 4. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. 5. Тощенко Ж.Т. Социология труда: учебник для студентов вузов, обучающихся по специальностям «Социология» и «Экономика труда» / Ж.Т. Тощенко. – М.: ЮНИТИ-ДАНА, 2008. 6. Дикарева А. А., Мирская М.И. Социология труда. М., Высш.-шк., 1989.
Supplementary Reading List	<ol style="list-style-type: none"> 1. Qolenkova Z.T., Akuliç M.M., Kuznetsov V.N. Ümumi sosiologiya. /Tərcüməçi: prof. İzzət Rüstəmov. Dərs vəsaiti. Bakı, “Diplomat”, 2007. 2. Əfəndiyev M., Şirinov A. Sosiologiyanın nəzəri problemləri. Bakı Universiteti nəşriyyatı, 2001. 3. Адамчук В.В., Ромашов О.В., Сорокина М.Е. Экономика и социология труда: Учебник для вузов. – М.: ЮНИТИ, 2000. 4. Duane Schultz, Sydney Ellen Schultz. Psychology and Work Today. Pearson Education, 2016. 5. Keith Grint. The Sociology of Work: Introduction. Polity Press, 2005.
Online Resources	<ol style="list-style-type: none"> 1. https://az.wikipedia.org/wiki/Əm%C9%99k_sosiologiyası 2. https://books.google.az/books?id=KenoerlBqrgC&printsec=frontcover&redir_esc=y#v=onepage&q&f=false
Grading: 100-Point System	<p>The final grade is calculated based on ongoing assessment — seminars and colloquiums (0–30 points), independent work (0–10 points), attendance (0–10 points), and interim assessment — final semester exam (0–50 points). If the course also includes practical and laboratory</p>

	<p>sessions, an additional (0–10 points) is allocated for evaluating these components.</p> <p>Final Grade = Ongoing Assessment + Interim Assessment</p>	
Seminars and Colloquiums	Colloquiums are held three times per semester in accordance with the academic calendar. Each colloquium is graded on a 0–10 point scale. Participation in colloquiums is mandatory. A student who does not attend a colloquium receives 0 points for that session.	
Assignments	<p>Font and Size: Arial, 12 pt</p> <p>Line Spacing: 1.5</p> <p>Minimum Length: 3 pages</p> <p>Submission Deadline: No later than 2 weeks before the end of the semester</p>	0-10
Individual works	<ol style="list-style-type: none"> 1. Workplace stress and its impact on employee performance 2. Motivation theories and their application 3. Leadership and psychological influence in the workplace 4. New generation employees' approach to work life: Youth perspectives on the labor market 5. The role of technology in labor relations and human-digital collaboration 6. Workplace conflicts and their resolution methods 7. The social status of women in the workplace and gender equality 8. Workplace safety and psychological well-being of employees 9. The labor market: its formation and development 10. Unemployment, its types, and methods of measuring it from economic and sociological perspectives 11. Migration and its impact on the labor market 12. The concept of "Labor Stimulation" 13. Labor stimulation in U.S. corporations 14. The labor stimulation system in Japan 15. Labor stimulation in enterprises in Finland and Sweden 	
Attendance	<p>For each 10% of missed class hours during the semester, 1 point will be deducted from the student's total score.</p> <p>A student who misses more than 25% of the total course hours will not be allowed to take the final exam.</p>	0-10
Examination	Written	0-50

Assessment of student knowledge based on the total accumulated semester points is conducted as follows:

Grading Scale:

Points	Letter-Grade Assessment	Performance Level
100 – 91	A	“excellent”

90 – 81	B	“very good”
80 – 71	C	“good”
70 – 61	D	“sufficient”
60 – 51	E	“satisfactory”
Less than 51 points	F	“unsatisfactory”

Course’s thematic plan					
N	Date	Subject Topics	Lecture	Seminar	Textbook/Assignments
1		Labor as an object of socio-psychological research. The object and subject of the sociology and psychology of labor	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9-20.
2		The role of work in society, labor relations, and labor theory	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9-20.
3		The formation and development of industrial sociology in the USA and Western Europe	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9-20.
4		The labor market: its formation and development. Employment and unemployment issues	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9-20.
5		Work organization (collective). The specifics of sociological research	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15.

					2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9- 20.
6		Motivation of labor activity and motivation theories	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9- 20.
7		Psychological analysis of work behavior and job performance	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9- 20.
8		Employee adaptation to work	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9- 20.
9		Emotional intelligence and the workplace	2	2	1.Duane Schultz, Sydney Ellen Schultz. Psychology and Work Today. Pearson Education, 2016.
10		Labor (workplace) conflict	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9- 20.
11		Social protection of employees	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9- 20.

12		Labor stimulation	2	2	1.Quliyev T.Ə. Əməyin sosiologiyası. Bakı, “Maarif”, 1998. s.5-15. 2. Ромашов О.В. Социология труда: Учеб. пособие. М.: Гардарики, 1999. s.9-20.
13		Psychology of management and leadership	2	2	1.Адамчук В.В., Ромашов О.В., Сорокина М.Е. Экономика и социология труда: Учебник для вузов. – М.: ЮНИТИ, 2000. 2.Duane Schultz, Sydney Ellen Schultz. Psychology and Work Today. Pearson Education, 2016.
14		Working conditions, labor exploitation, and workers' rights	2	2	1. https://e-qanun.az/framework/46943
15		Globalization and the labor market	2	2	1. Duane Schultz, Sydney Ellen Schultz. Psychology and Work Today. Pearson Education, 2016.
		Total:	30	30	60

Lecturer: