

Ministry of Science and Higher Education of the Russian Federation  
 Federal State Budgetary Educational Institution of Higher Education  
**Perm National Research Polytechnic University**

**APPROVED BY**

Pro-rector for Academic Affairs

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**ACADEMIC COURSE WORKING PROGRAM**

**Academic course:** Sociology  
 (Name)

**Form of education:** full-time  
 (Full-time /full-time – correspondence/correspondence)

**Level of higher education:** Bachelor's degree  
 (Bachelor's program/specialist program/  
 Master's program)

**Workload in hours (in credits):** 144 (4)  
 (Hours (CU))

**Training program (degree):** 21.03.01 Oil and Gas Engineering  
 (Code and denomination of degree)

**Direction:** Oil and Gas Engineering  
 (Title of curriculum)

## 1. GENERAL PROVISIONS

### 1.1. GOALS AND OBJECTIVES OF THE COURSE

The goal of the course is to learn the basic sociology problems, to consciously navigate in the basic sociological directions and problems, get an overview of the main social problems and the formation and development patterns of the social sphere of society.

The objectives of the course are:

- providing non-sociological specialties students with knowledge of the modern sociology foundations and the possibilities of their practical application;
- creation of a base for adequate use of sociological knowledge in professional activity and in real life;
- increasing the sociological literacy of students;
- deepening the general scientific knowledge of students about the social processes laws, the social institutions functions and the importance of social norms in life;
- developing the need for further study of sociology and application of sociological knowledge at work and in life.

### 1.2. STUDIED OBJECTS OF THE COURSE

Society, social institutions, social groups and communities, social processes.

### 1.3. STARTING CONDITIONS

Unstipulated

## 2. PLANNED RESULTS OF THE COURSE TRAINING

Competence	Indicators Index	Planned Results of the Course Training (to know, to know how, to master)	Indicator of Attaining Competence which the planned results of training are correlated with	Means of Assessment
1	2	3	4	5
UC-3	IA-1.UC-3	<b>To know</b> the features of uniting people into social groups, communities, teams; methods of scientific research in the field of management; the essence of social status and role, the system of social statuses and roles that are emerging in the main social institutions, as well as roles in the team;	<b>Knows</b> different means and ways of personality socialization and social interaction.	Topic discussion

1	2	3	4	5
		the concept of personality socialization, the content of the stages and the main agents of socialization.		
UC-3	IA-2.UC-3	<b>To be able to</b> work in a team, organize management activities in a team; to determine the management style and the effectiveness of team leadership.	<b>Is able to</b> build a relationship with the human environment, with colleagues.	Control work
UC-3	IA-3.UC-3	<b>To master</b> communication in the professional sphere, skills of criticism and self-criticism, work in a team; the skills of development of a program of empirical research of professional practical problems in a team.	<b>Masters the skill of</b> participation in teamwork, in social projects, in team's interaction casting.	Grading test
UC-6	IA-1.UC-6	<b>To know</b> the material and spiritual role of culture in the individual and society development; patterns of social processes, the functions of social institutions and the importance of social norms in society life.	<b>Knows</b> the process of personal self-development and the main principles of self-education.	Topic discussion
UC-6	IA-2.UC-6	<b>To be able to</b> apply the conceptual and categorical apparatus, the basic laws of the social sciences in professional activity; to analyze and evaluate socially significant processes and phenomena, plan and carry out their activities taking into account the results of this analysis.	<b>Is able to</b> plan his working time or time for self-development, to determine the aims of personal and professional development as well as the conditions for their achievement reasoning from the tendencies of professional activity progress and the individual characteristic features.	Colloquium
UC-6	IA-3.UC-6	<b>To master</b> social interaction in a multicultural and multiethnic environment based on a tolerant perception of social and cultural differences; determining the effective direction of action in the field of professional activity.	<b>Masters the skill of</b> self-development and time management	Control work

### 3. FULL TIME AND FORMS OF ACADEMIC WORK

Form of academic work	Hours in all	Distribution in hours according to semesters
		Number of semester
1. Holding classes (including results monitoring) in the form:	63	63
1.1. Contact classwork, including:		
– lectures (L)	27	27
– laboratory work (LW)		
– practice, seminars and/or other seminar-type work (PW)	32	32
– control of self-work (CSW)	4	4
– test		
1.2. Students' self-work (SSW)	81	81
2. Intermediate attestation		
Exam		
Grading test	9	9
Test (Credit)		
Course Project (CP)		
Course Work (CW)		
<b>Workload in hours</b>	<b>144</b>	<b>144</b>

### 4. COURSE OUTLINE

Name of the units with the course outline	Full time of classroom activity in hours according to the forms			Full time of extracurricular work in hours according to the forms
	L	LW	PW	SSW
1	2	3	4	5
<b>3rd semester</b>				
Sociology as a scientific discipline: object, subject, functions	2	0	2	7
Sociology object				
Sociology subject				
Social reality				
The structure and functions of sociology				
The emergence and development of sociology	2	0	4	7
Stages of development of sociology				
Paradigms in Sociology				
Dilemmas in Sociology				
Methodological and methodical foundations of sociological research	4	0	4	7
Methodology and methods				
Theory and empiricism				
Research position of the scientist				
Sociological research program				
Sociological data collection methods				
The quality of sociological information				
Social structure and social stratification	2	0	4	7

1	2	3	4	5
Social structure				
Social groups				
Social communities				
Social status				
Social stratification				
Social class, middle class, underclass				
Social mobility				
Social institutions and social processes	2	0	2	6
Social institutions as norms of interaction				
Social and natural process				
Social change as a multifactorial process				
Globalization and Localization				
Sociology of personality	2	0	2	7
Personality				
Socialization				
Social status and social role				
Social personality types				
Social control and deviant personality behavior				
Sociology of culture	2	0	2	7
Culture as a way of activity				
Culture as a system of values and norms				
Culture of individual social spheres				
Functions and types of culture				
Culture as a factor of social change				
Sociology of the family	2	0	2	7
Family as a social institution and a small social group				
The main features, functions and types of the family				
Family social roles				
Family conflicts and family breakdown				
Families social policy				
Sociology of ethnic communities and relations	2	0	2	6
Ethnos				
Ethnogeny				
Socio-ethnic identification				
Nationality				
National identity				
Ethnic stereotypes				
Theories of nation and nationalism				
Ethnic behavior				
Inter-ethnic relations				
Ethnic conflict				
Ways to resolve inter-ethnic conflicts				
Socio-territorial communities	2	0	2	6
Territorial communities				
Traditional and modern communities				
Concept and signs of urbanization				
Urban culture and lifestyle				
Social problems of the modern city				
Rural social structure				
Rural type of culture and way of life				
Economic sociology	2	0	2	7

1	2	3	4	5
Economic consciousness				
Economic behavior				
"Economic man" and "sociological man"				
Economic models in the system of social relations				
Sociology of labor and management	3	0	4	7
Labor as a social process				
Functions of labor				
Content and nature of labor				
Attitude to labor				
Incentives and motives of labor				
Social and labor relations				
Labor market and unemployment				
Management and its functions				
Management models, styles and strategies				
Total with regard to semester	27	0	32	81
Total with regard to the course	27	0	32	81

### Topics of exemplary practical work

Sl.No	Topic of practical (seminar) work
	Sociology as a scientific discipline: object, subject, functions
	The emergence and development of sociology
	Methodological and methodical foundations of sociological research
	Social structure and social stratification
	Social institutions and social processes
	Sociology of personality
	Sociology of culture
	Sociology of the family
	Sociology of ethnic communities and relations
	Socio-territorial communities
	Economic sociology
	Sociology of labor and management

## 5. ORGANIZATIONAL AND PEDAGOGICAL CONDITIONS

### 5.1. EDUCATIONAL TECHNOLOGIES USED FOR COMPETENCES FORMATION

Holding lectures in the discipline is based on the active method of training in the process of which students are not passive but active participants of the lesson answering questions of the lecturer. Lecturer's questions are aimed at activating the process of learning material as well as at the development of logical thinking. The questions stimulating associative thinking and connecting new material with the previous one are identified by the lecturer in advance.

Practical lessons are held by realization of the method based on active training: problem areas are determined, groups are formed. The following aims are pursued in the process of practical education: use of definite disciplines knowledge

and creative methods in solving problems and decision-making; students' skill-building of teamwork, interpersonal communication and development of leadership skills; consolidation of the basic theoretical knowledge.

Interactive lectures, group discussions are used in academic studies.

## 5.2. STUDENTS' MANUAL FOR THE COURSE STUDY

Learning the course students are recommended to fulfill the following positions:

1. Learning of the discipline should be done systematically.
2. After learning one of the course unit with the help of the text-book or lecture notes it is recommended to reproduce in memory the basic terms, definitions, notions of the unit.
3. The topic of questions studied individually is given by the lecturer at the lectures. Also the lecturer refers to the literary resources (first of all, to the newly published periodicals) in order the students understand the problems touched on the lectures in detail.

## 6. LIST OF TEACHING MATERIALS AND INFORMATION SUPPLY FOR STUDENTS' SELF WORK IN THE DISCIPLINE

### 6.1. PAPER-BASED COURSEWARE

Sl.№	Bibliographic entry (author, title, mode of publication, place, publishing house, year of publication, number of pages )	Number of copies in the library
<b>1. Basic literature</b>		
	Empirical Approaches to Sociology : A Collection of Classic and Contemporary Readings / L. E. Anderson [it el.]. – Boston: Pearson Education, 2004.	2
	Fulcher J. Sociology : textbook / J. Fulcher, J. Scott. – Oxford: Oxford University Press, 2007.	1
<b>2. Additional literature</b>		
<b>2.1. Educational and scientific literature</b>		
	Birnbaum N. The Crisis of Industrial Society / N. Birnbaum. – New York: Oxford Univ. Press, 1969.	1
	Bryjak G.J. Sociology: Cultural Diversity in a Changing World / G.J.Bryjak, M.P.Soroka. – Boston: Allyn and Bacon, 1997.	1
	European Society or European Societies: a View From Russia / Ed. by V. A. Mansurov. – Moscow Lisbon: Maska, 2009.	1

## 6.2. ELECTRONIC COURSEWARE

<b>Kind of literature</b>	<b>Name of training tool</b>	<b>Reference to information resource</b>	<b>Accessibility of EBN (Internet/ local net; authorized free assess )</b>
Basic literature	Classical Sociological Theory and Foundations of American Sociology / Allison L. Hurst. – Oregon State University, 2018.	<a href="https://open.umn.edu/opentextbooks/textbooks/classical-sociological-theory-and-foundations-of-american-sociology-hurst">https://open.umn.edu/opentextbooks/textbooks/classical-sociological-theory-and-foundations-of-american-sociology-hurst</a>	Internet; free assess
Basic literature	Introduction to Sociology – 2e / Heather Griffiths, Nathan Keirns, Eric Strayer, et. – OpenStax, 2015.	<a href="https://open.umn.edu/opentextbooks/textbooks/introduction-to-sociology-2e">https://open.umn.edu/opentextbooks/textbooks/introduction-to-sociology-2e</a>	Internet; free assess
Basic literature	Introduction to SOCIOLOGY / Hammond, R., Cheney, P., Pearsey, R., 2020.	<a href="http://freesociologybooks.com/Introduction_To_Sociology/01_History_and_Introduction.php">http://freesociologybooks.com/Introduction_To_Sociology/01_History_and_Introduction.php</a>	Internet; free assess
Additional literature	9th Conference of European Sociological Association "ESA 2009. European Society or European Societies?", Lisboa, Portugal, 02-05 September 2009 : Full Papers. – Lisboa, Portugal: ISCTE-IUL, FCSH, CS, 2009.	<a href="http://elib.pstu.ru/vufind/Record/RUPSTUbooks135899">http://elib.pstu.ru/vufind/Record/RUPSTUbooks135899</a>	Internet; authorized free assess

## 6.3. LICENSE AND FREE DISTRIBUTED SOFTWARE USED IN THE COURSE EDUCATIONAL PROCESS

<b>Type of Software</b>	<b>Software branding</b>
Operating Systems	Windows 10 (Azure Dev Tools for Teaching)
Office Applications	Adobe Acrobat Reader DC
Office applications	Microsoft Office Professional 2007. lic. 42661567
Management systems for projects, research, development, design, modeling and implementation	Autodesk AutoCAD 2019 Education Multi-seat Stand-alone
Image processing software	Corel CorelDRAW Suite X4
General purpose application software	Mathematica Professional Version (license L3263-7820*)
General purpose application software	Microsoft Office Visio Professional 2016 (Azure Dev Tools for Teaching)
General purpose application software	WinRAR (license №879261.1493674)
General purpose application software	Dr.Web Enterprise Security Suite, 3000 lic., PNRPU RCNIT 2017



#### 6.4. MODERN PROFESSIONAL DATA BASES AND INQUIRY SYSTEMS USED IN THE COURSE EDUCATIONAL PROCESS

<b>Branding</b>	<b>Reference to information resource</b>
Scopus database	<a href="https://www.scopus.com/">https://www.scopus.com/</a>
Web of Science Database	<a href="https://www.webofscience.com/">https://www.webofscience.com/</a>
Scientific electronic library database (eLIBRARY.RU)	<a href="https://elibrary.ru/">https://elibrary.ru/</a>
Scientific Library of the Perm National Research Polytechnic University	<a href="http://lib.pstu.ru/">http://lib.pstu.ru/</a>
Electronic library system Lan'	<a href="https://e.lanbook.com/">https://e.lanbook.com/</a>
Electronic library system IPRbooks	<a href="http://www.iprbookshop.ru/">http://www.iprbookshop.ru/</a>
Information resources of the Network ConsultantPlus	<a href="http://www.consultant.ru/">http://www.consultant.ru/</a>
Company database EBSCO	<a href="https://www.ebsco.com/">https://www.ebsco.com/</a>

#### 7. LOGISTICS OF THE COURSE EDUCATIONAL PROCESS

<b>Type of classes</b>	<b>Name of the necessary basic equipment</b>	<b>Number of units</b>
Lecture	Computer	1
Lecture	Projector	1
Lecture	Screen	1
Practical class	Computer	1
Practical class	Projector	1
Practical class	Screen	1

#### 8. FUND OF THE COURSE EVALUATING TOOLS

Described in a separate document

Ministry of Science and Higher Education of the Russian Federation  
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## **FUND OF ESTIMATING TOOLS**

**For students' midterm assessment in the discipline  
Sociology**

*Supplement to the Academic Course Working Program*

<b>Training program</b>	21.03.01 Oil and Gas Engineering
<b>Direction (specialization) of educational program</b>	Oil and Gas Engineering
<b>Graduate qualification</b>	Bachelor's degree
<b>Graduate academic chair</b>	Oil and Gas Technology
<b>Form of study</b>	Full-time studies

**Year (-s): 2**

**Semester (-s): 4**

### **Workload**

in credits 4 CU

in hours 144 h

**The form of midterm assessment:**

**Grading test: 4 semester**

**Fund of estimating tools** for midterm assessment of students' learning of the subject "Sociology" is the part (supplement) to the academic course working program. Fund of estimating tools for midterm assessment of students' learning the discipline has been developed in accordance with the general part of the fund of estimating tools for midterm assessment of the basic educational program which determines the system of the midterm assessment results and criteria of putting marks. Fund of estimating tools for midterm assessment of students' learning of the subject determines the forms and procedures of monitoring results and midterm assessment of the subject leaning by the students.

### 1. LIST OF CONTROLLED RESULTS OF STUDYING DISCIPLINE, OBJECTS OF ASSESSMENT AND FORMS OF CONTROL

According to the Academic Course Working Program mastering course content is planned during one semester (4th semester of curriculum) and is divided into two educational modules. Classroom activities, lectures and practical work as well as students' self-work are provided for every module. In the frames of mastering course content such competences as *to know*, *to be able*, *to master* pointed out in the ACWP are formed. These competences act as the controlled results of learning the discipline "Sociology" (Table 1.1).

Monitoring of the acquired knowledge, abilities and skills is made in the frames of continuous assessment, progress check and formative assessment. Types of control are given in Table 1.1.

Table 1.1 – List of controlled results of learning the discipline

Controlled results of learning the discipline (KAS)	Type of control				
	Continuous assessment			Progress check	Formative assessment
	D	AC	CT	CW	Grading test
1	2	3	4	5	6
<b>Acquired knowledge</b>					
K.1 Knows the features of uniting people into social groups, communities, teams	D3 D4 D8 D9 D10 D12			CW1 CW2	TQ
K.2 Knows the methods of scientific research in the field of management	D3 D12		CT1	CW1 CW2	TQ
K.3. Knows the essence of social status and role, the system of social statuses and roles that are emerging in the main social institutions, as well as roles in the team	D4 D5 D6 D11 D12			CW1 CW2	TQ

1	2	3	4	5	6
K.4. Knows the concept of personality socialization, the content of the stages and the main agents of socialization	D6			CW2	TQ
K.5. Knows the material and spiritual role of culture in the individual and society development	D7			CW2	TQ
K.6. Knows patterns of social processes, the functions of social institutions and the importance of social norms in society life	D1 D2 D5 D6 D11			CW1 CW2	TQ
<b>Acquired abilities</b>					
A.1 Is able to work in a team, organize management activities in a team			CT1	CW1	PT
A.2 Is able to determine the management style and the effectiveness of team leadership		AC1		CW2	PT
A.3. Is able to apply the conceptual and categorical apparatus, the basic laws of the social sciences in professional activity		AC2		CW1 CW2	PT
A.4. Is able to analyze and evaluate socially significant processes and phenomena, plan and carry out their activities taking into account the results of this analysis.		AC2	CT1	CW2	PT
<b>Mastered skills</b>					
S.1 Masters skills of communication in the professional sphere, skills of criticism and self-criticism, work in a team		AC2		CW1	CT
S.2 Masters the skills of development of a program of empirical research of professional practical problems in a team			CT1	CW1	CT
S.3 Masters the skill of social interaction in a multicultural and multiethnic environment based on a tolerant perception of social and cultural differences		AC3 AC4		CW2	CT
S.4 Masters the skill of determining the effective direction of action in the field of professional activity		AC2		CW2	CT

*D – topic discussion; AC – colloquium (discussion of theoretical material, academic conference); CT – case-task (individual task); LWR – report on laboratory work; PWR – report on practical work; T/CW – progress check (control work); TQ – theoretical question; PT – practical task; CT – complex task of grading test.*

Final assessment of the learned discipline results is the midterm assessment which is made in the form of grading test taking into consideration the results of the running and progress check.

## **2. TYPES OF CONTROL, STANDARD CONTROL TASKS AND SCALES OF LEARNING RESULTS ASSESSMENT**

Continuous assessment of the academic performance is aimed at maximum effectiveness of the educational process, at monitoring students' specified competencies formation process, at increase of learning motivation and provides the assessment of mastering the discipline. In accordance with the regulations concerning the continuous assessment of the academic performance and midterm assessment of students taught by the educational programs of Higher education:

– programs of the Bachelor's Course, Specialists' and Master's Course the next types of students' academic performance continuous assessment and its periodicity is stipulated in PNRPU:

– acceptance test, check of the student's original preparedness and his correspondence with the demands for the given discipline learning;

– continuous assessment of mastering the material (the level of mastering the component "to know" defined by the competence) at every group studies and monitoring of lectures attendance;

– interim and progress check of students' mastering the components "to know" and "to be able" of the defined competences by computer-based or written testing, control discussions, control works (individual home tasks), reports on laboratory works, reviews, essays, etc.

Discipline progress check is conducted on the next week after learning the discipline module, while the interim control is made at every monitoring during the discipline module study;

– interim assessment, summarizing of the current students' performance at least once a semester in all disciplines for every training program (specialty), course, group;

– retained knowledge control.

### **2.1. CONTINUOUS ASSESSMENT OF EDUCATION**

Continuous assessment of learning is made in the form of discussion or selective recitation on every topic. According to the four-point system the results of assessment are put into the teachers' note-book and are considered in the form of integral mark in the process of the midterm assessment.

**Questionnaire to assess the assimilation of the material of the previous lecture**

**Typical interview tasks on the topic:**

1. What are the signs of a social group.
2. Explain how scientific observation differs from ordinary one.
3. Give examples of social roles in one of the economic institutions.
4. Give an example of a social institution that is an agent of your socialization.

5. Explain what constitutes sociocultural differentiation.

6. Choose a sociological category that reflects the disapproving reaction of the environment to a person's non-compliance with social norms.

The list of typical topics for reports and individual tasks is presented in Appendix 1.

## 2.2. PROGRESS CHECK

For the complex assessment of the acquired knowledge, abilities and skills (Table 1.1) it is made the progress check in the form of midterm control works (after learning every discipline module).

According to ACWP 2 midterm control works (CW) is planned to be realized after learning the educational modules of the discipline by the students.

The first CW is realized with respect to the module №1 "Sociology as a science of society", the second CW – with respect to the module №2 "Branches of sociology".

Module 1. Sociology as a science of society.

1. Sociology as a scientific discipline: object, subject, functions
2. The emergence and development of sociology
3. Methodological and methodical foundations of sociological research
4. Social structure and social stratification
5. Social institutions and social processes

Module 2. Branches of sociology.

6. Sociology of personality
7. Sociology of culture
8. Sociology of the family
9. Sociology of ethnic communities and relations
10. Socio-territorial communities
11. Economic sociology
12. Sociology of labor and management

**Standard tasks of the first CW:**

1. Subject area of sociology (K.1)
2. The questionnaire, its types (K.2)
3. The role of social origin in achieving a certain status in modern society (K.3)
4. Concept of glocalization (K.6)
5. Formulate the stages of the research team's work on sociological research (A.1)
6. Allocate 3 groups in the social structure of PJSC "Lukoil" (A.3)
7. Consider the forms of communication in a small group, team; make a conclusion about their effectiveness (S.1)
8. Draw up a short research program on the topic "Career orientations of the company's employees" (S.2)

### **Standard tasks of the second CW:**

1. Family as a social institution and social group (K.1)
2. Characteristics of various types of attitudes towards the labor (K.2)
3. Social role, role competence, role conflict (K.3)
4. The concept of socialization of the individual, stages of socialization (K.4)
5. Types of culture, socio-cultural differentiation (K.5)
6. Socialization and resocialization (K.6)
7. Compare authoritarian and democratic management styles in an organization (A.2)
8. Sociologically explain the phenomenon of ethnic entrepreneurship (A.3)
9. Analyze the need for staff turnover for the enterprise (A.4)
10. Justify the danger of social interaction based on ethnic heterostereotypes (S.3)
11. Propose measures of moral incentives for employees of the company, developing a new product (S.4)

Standard scale and criteria of the results of the midterm control work assessment are given in the general part of FET of the educational program.

### **2.3. MIDTERM ASSESSMENT (FINAL CONTROL)**

Admission for midterm assessment is made according to the results of continuous assessment and progress check. Preconditions for admittance are positive integral estimation with respect to the results of continuous assessment and progress check.

#### ***2.3.1. Midterm assessment procedure without additional evaluation testing***

Midterm assessment is made in the form of a grading test. Credit on the discipline is based on the results of the previously fulfilled by the student individual tasks on the given discipline.

Criteria of putting the final mark for the components of competences in the process of midterm assessment made in the form of test are given in the general part of FET of the educational program.

#### ***2.3.2. Midterm assessment procedure followed by evaluation testing***

In definite cases (for example, in case of re-attestation of the discipline) midterm assessment in the form of the test on this discipline can be made as the card-based evaluation test. Every card includes theoretical questions(TQ) aimed at control of the acquired knowledge, practical tasks (PT) aimed at mastered abilities, and complex tasks (CT) aimed at control of the acquired skills of all declared competences.

The exam card is formed so that the included questions and practical tasks could estimate the level of maturity of **all** declared competences.

### **2.3.2.1. Standard questions and tasks the discipline testing**

#### **Standard questions for the acquired knowledge control:**

1. The concept of the social structure of society. Social groups and communities, their types and functions. (K.1)
2. Methods of obtaining sociological knowledge: a survey. (K.2)
3. The concept of social status. Social role. (K.3)
4. Concept and typology of personality. Socialization of personality. (K.4)
5. Typology of culture. Culture as a factor of social change. (K.5)
6. The institutional system of society, its functions. (K.6)

#### **Standard questions and practical tasks for the mastered abilities control:**

1. Make a scheme of the hierarchy of management in the organization. (A.1)
2. Compare management styles in the organization. (A.2)
3. Correlate the concepts and forms of social control with the reasons for the employee's deviant behavior. (A.3)
4. Determine the causes and methods of resolving interethnic conflicts. (A.4)

#### **Standard complex tasks for the acquired skills control:**

1. Make a number of recommendations based on the analysis of your own economic behavior. (S.1)
2. Draw up a short program of sociological research on an actual topic. (S.2)
3. Formulate the social consequences of occupying the most prestigious jobs in the labor market by representatives of one ethnic group. (S.3)
4. Choose the most optimal type of employee motivation (instrumental or professional) and justify your choice. (S.4)

### **2.3.2.2. Scales of test assessment of educational achievements**

Evaluation of discipline achievements in the form of maturity level of the components *to know, to be able, to master the* declared competences is made according to the four-point assessment scale.

Standard scale and criteria of estimating educational achievements in the process of testing for the components *to know, to be able, to master* are given in the general part of FET of educational program.

## **3. ASSESSMENT CRITERIA FOR COMPONENTS AND COMPETENCES LEVEL OF MATURITY**

### **3.1. ASSESSMENT OF COMPETENCES COMPONENTS LEVEL OF MATURITY**

While estimating the level of competences maturity by selective control in the process of testing it is considered that *the mark obtained for the components of the examined competence is combined with the corresponding component of all competences formed in the frames of the given academic course.*



General assessment of maturity level of all competences is made by aggregation of marks got by the student for each component of the formed competences taking into account the results of continuous assessment and progress check in the form of integral mark according to the four-point scale. All control results are put into the assessment sheet by the teacher according to the results of midterm attestation.

The form of the assessment sheet and requirements for its completion are given in the general part of FET of the educational program.

While making the final assessment of the midterm attestation in the form of test standard criteria given in the general part of FET of the educational program are used.

### **Appendix 1.**

#### ***Typical topics of reports***

1. Styles of management in the organization. (A.2)
2. Staff turnover: essence and types. (A.3, A.4, S.1, S.4)
3. Ethnic conflict: specificity and methods of resolution. (S.3)

#### **Evaluation criteria for reports**

*The mark "five" is given if the student has completed the report successfully, showing in general the systematic application of the acquired knowledge, abilities and skills, the student coped with a public speech and presented the results obtained for solving a certain scientific topic.*

*The mark "four" is given if the student has completed the report successfully, showing a generally systematic, but accompanied by individual errors, application of the knowledge, abilities and skills acquired, the student coped with a public speech and presented the results for solving a certain scientific topic.*

*The mark "three" is given if the student has completed the report with significant inaccuracies. When performing the report he showed satisfactory mastery of the skills of applying the acquired knowledge and skills, the student did not fully present the obtained results for solving a certain scientific topic.*

*The mark "two" is given if the student made many mistakes or did not complete the report.*

#### ***Typical individual tasks***

1. Conduct a pilot study of an acute social problem, dividing responsibilities in the research team and drawing up a research program (K.2, A.1, A.4, S.2)

#### **Evaluation criteria for individual tasks**

*The mark "five" is given if the student has correctly completed an individual task. Student has shown excellent possession of the skills of applying the*

*acquired knowledge and abilities in solving professional problems within the framework of the learned educational material. Student has answered all additional questions.*

***The mark "four" is given*** if the student has completed an individual task with minor inaccuracies. Student has shown good knowledge of the skills of applying the acquired knowledge and abilities in solving professional problems within the framework of the learned educational material. Student has answered most of the additional questions.

***The mark "three" is given*** if the student has completed an individual task with significant inaccuracies. Student has shown satisfactory mastery of the skills of applying the acquired knowledge and abilities in solving professional problems within the framework of the learned educational material. When answering additional questions, a number of inaccuracies were made.

***The mark "two" is given*** if, when performing an individual task, a student has demonstrated an insufficient level of proficiency in skills and abilities in solving professional problems within the framework of the learned educational material. Many inaccuracies were made when answering additional questions at the defense.