

Ministry of Education and Science of Ukraine
Sumy National Agrarian University
Faculty of Economics and Management
Management Department named after Professor L.I. Mykhailova

Work program (syllabus) of the educational component

OK 3 Social responsibility

status - required

Implemented within the educational program Organizational Management and
Administration

(name)

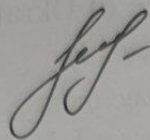
in the specialty D3 "Management"

(code, name)

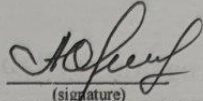
at the second (master's) level of higher education

Sumy – 2025

Developer:

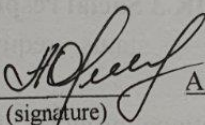


Viktoriia TKACHENKO, PhD, Associate Professor of
the Department of Management named after Professor
L.I. Mykhailova

Considered approved at meeting of the Management Department named after Professor L.I. Mykhailova	protocol dated <u>10.06.2025</u> № <u>15</u>
	Manager departments  (signature) <u>Alvina</u> <u>ORIEKHOVA</u> (last name, initials)

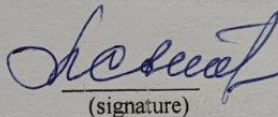
Agreed:

Guarantor of the educational program




Alvina ORIEKHOVA
(Full name)

Dean of the faculty where the educational
program is implemented

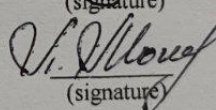


Svitlana LUKASH
(Full name)

Review of the work program (attached) provided by:

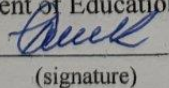

(signature)

Rashutina L.
(Full name)


(signature)

Mokeylova L.
(Full name)

Methodologist of the Department of Educational Quality,
licensing and accreditation


(signature)

(Nadiya BARANIK)
(Full name)

Registered in the electronic database; date: 22.08. 2025

Information on reviewing the work program (syllabus):

Academic year in which changes are made	Number of the appendix to the work program with a description of the changes	Changes reviewed and approved		
		Date and number of the minutes of the department meeting	Head of the Department	Educational program guarantor

1. GENERAL INFORMATION ABOUT THE EDUCATIONAL COMPONENT

1.	Name OK	Social responsibility							
2.	Faculty/department	Faculty of Economics and Management/ Management Department named after Professor L.I. Mykhailova							
3.	Status OK	Mandatory							
4.	Program/Specialty (programs) of which the OK for (to be filled in for mandatory OKs) is a component	Educational and professional program "Organizational Management and Administration" in the specialty D3 "Management"							
5.	NQF level	Second (master's) level of higher education							
6.	Semester and duration of study	Full-time/Part-time 2nd semester, 15 weeks / 1st semester, 18 weeks							
7.	Number of ECTS credits	5							
8.	Total hours and their distribution	Contact work (classes)						Independent work	
		Lectures		Practical/seminar		Laboratory			
		Full-time 30	Part-time	Full-time 30	Part-time	Full-time	Part-time	Full-time 90	Part-time
9.	Language of instruction	State (Ukrainian)							
10.	Teacher/Educational Component Coordinator	Tkachenko Viktoriia Viktorivna, PhD, Associate Professor, Associate Professor of the Management Department Consultation hours – every Tuesday at 12:15, room 303e							
11.1	Contact information	viktoriyatk@gmail.com							
11.	General description of the educational component	"Social responsibility" is a discipline of the mandatory component of the curriculum, a cycle of disciplines for general training of management specialists. Applicants receive knowledge of the theoretical, methodological, methodological and organizational and economic aspects of the formation and development of social responsibility in modern society, as well as practical skills in using a system of indicators to analyze the state and assess the effectiveness of social responsibility of business entities. The educational component is aimed at forming theoretical knowledge in students and developing practical skills in the formation of socially responsible behavior of an organization, identification and analysis of stakeholder expectations, and preparation of social reporting of an organization. The educational component focuses on finding creative approaches to socially responsible behavior of an organization in the market environment of its functioning.							
12.	Purpose of the educational component	The goal is to form in specialists fundamental knowledge of the theory and practice of social responsibility and relevant professional competencies in the use of modern practices of interaction between the state, business, civil society and individuals, which would allow to strengthen the mutual responsibility of all subjects of public life, to create conditions for sustainable development of the state and society.							
13.	Prerequisites for studying OK, connection with other educational components of OP	1. The educational component is based on courses such as: Conflictology and Management Psychology, Change Management, and Project Management. 2. The educational component is the basis for: Socio-ethical marketing,							

		Quality management.
14.	Academic Integrity Policy	<p>According to the Code of Academic Integrity of Sumy NAU, academic integrity is a set of principles and rules of conduct for participants in the educational process, aimed at forming an independent and responsible personality capable of solving problems in accordance with the educational level in compliance with the norms of law and public morality.</p> <p>Compliance with academic integrity by higher education applicants involves independent performance of educational tasks, tasks of current and final control, and learning outcomes. It is expected that higher education applicants will adhere to the principles of academic integrity, being aware of the consequences of its violation, which is determined by the regulatory documents of Sumy National Agrarian University, in particular the Code of Academic Integrity, the Regulations on the Prevention and Detection of Academic Plagiarism at Sumy NAU (a full list of regulatory documents is posted on the university website https://snau.edu.ua/viddil-zabezpechennya-yakosti-osviti/zabezpechennya-yakosti-osviti/akademichna-dobrochesnist/).</p> <p>For violation of academic integrity, higher education students may be held accountable for the following academic responsibilities, namely:</p> <ul style="list-style-type: none"> – academic fraud (using a phone while writing written papers) will result in resubmission of the paper; – cheating - from the first warning to the cancellation of work; – plagiarism will lead to the cancellation of the work
15.	Link to the course in Moodle	https://cdn.snau.edu.ua/moodle/course/view.php?id=3930
16.	Keywords	corporate social responsibility (CSR), business ethics, social investments, sustainable development, environmental responsibility, socially responsible business, CSR reporting, stakeholder engagement, human rights in business, voluntary initiatives of enterprises, gender equality and inclusion, social audit, ethical leadership, social partnership, company reputation management.

2. LEARNING OUTCOMES BY EDUCATIONAL COMPONENT AND THEIR RELATIONSHIP WITH PROGRAM LEARNING OUTCOMES

Learning outcomes for OK: After studying the educational component, the student is expected to be able to...	Program learning outcomes that the OC aims to achieve (indicate the number according to the numbering given in the OP)			How is RND assessed?
	PLOs 2	PLOs 6	PLOs 15	
MLOs 1. Apply the acquired knowledge on the issues of social responsibility when analyzing the current state of socio-economic realities of the modern world and the prospects for its sustainable development when analyzing urgent problems of today. Analyze the model of social responsibility; organizational management of social responsibility; formation of social responsibility towards the environment; formation of social responsibility in relations with the state.	x			Current survey, discussion questions

MLOs 2. Know the formation of social responsibility in relations with consumers and socially responsible marketing; international initiatives and legislation of Ukraine in the field of consumer rights protection; product quality (standards); principles of fair competition. Evaluate historical aspects of community involvement and development: from patronage to social investments; the influence of the community on the work of companies and the responsibility of companies to the population; the functioning of community funds.		x	x	Individual task
MLOs 3. To form corporate culture and its structure; external manifestations of corporate culture; organizational culture of the institution. To know international human rights standards in the field of labor; ILO standards and principles of the Global Compact in the field of labor; European labor standards; Ukrainian labor legislation in ensuring the achievement of the Sustainable Development Goals.		x	x	Situational tasks, cases, multiple choice test
MLOs 4. Determine indicators and criteria for environmental responsibility of business, register threats and dangers to the environment. Be able to form an information policy in the field of social responsibility; build a system of communications on social responsibility; form non-financial reports as a tool for managing the sustainable development of the enterprise.	x	x	x	Current survey, group assignments, cases

PLOs 2. Identify problems in the organization and justify methods for solving them.

PLOs 6. Have the skills to make, justify and ensure the implementation of management decisions in unpredictable conditions, taking into account the requirements of current legislation, ethical considerations and social responsibility.

PLOs 15. Critically evaluate the organization's management approaches or policies, corporate culture regarding ensuring equality, diversity and inclusion.

3. CONTENT OF THE EDUCATIONAL COMPONENT (COURSE PROGRAM)

Topic. List of issues to be addressed within the topic	Distribution within the overall time budget				Recommended reading
	Classroom work			Independent work	
	Lectures	Practical /seminar	Laboratory		
Topic 1. <i>Social responsibility as a factor of sustainable development</i> 1. History of the development of corporate social responsibility.	4	2		9	1, 2, 3, 6, 7, 9, 11, 12, 15, 18, 19

<p>2. CSR as the basis of the concept of sustainable development of the enterprise.</p> <p>3. Benefits of corporate social responsibility.</p> <p>4. Models of corporate social responsibility (American, European, Japanese, etc.).</p> <p>5. International initiatives as a factor in the formation and development of CSR.</p> <p>6. Domestic experience in the formation of CSR.</p>					
<p>Topic 2. <i>Corporate social responsibility in the organization's management system</i></p> <p>1. CSR as a component of management strategy and a factor in increasing the competitiveness of an organization.</p> <p>2. Stakeholder analysis models.</p> <p>3. Possible threats and ways to minimize CSR risks.</p> <p>4. Organization of CSR activities.</p> <p>5. Codes of ethics.</p> <p>6. Structural divisions and committees of companies in the field of CSR.</p>	4	4		9	2, 4, 6, 7, 9, 11, 12, 15, 18, 19, 25
<p>Topic 3. <i>Building relationships with employees based on corporate social responsibility</i></p> <p>1. Human rights and labor practices as a subject of CSR.</p> <p>2. International human rights standards</p> <p>3. ILO standards and principles of the Global Compact in the field of labor.</p> <p>4. Ukrainian labor legislation as the basis for CSR in relations with employees.</p> <p>5. Social dialogue and CSR.</p> <p>6. Best labor practices and internal CSR indicators: domestic and foreign experience</p>	2	4		9	1, 2, 3, 6, 7, 8, 9, 11, 12, 15, 18, 19, 22

<p>Topic 4. <i>Strategy of socially responsible behavior in a market environment</i></p> <ol style="list-style-type: none"> 1. Formation component of corporate social responsibility in relations with consumers. 2. International initiatives and Ukrainian legislation in the field of consumer rights protection. 3. Product quality (ISO 9000 standard). 4. Socially responsible marketing. 5. Principles of fair competition. 	4	4		9	2, 3, 4, 6, 7, 9, 11, 12, 15, 18, 19
<p>Topics 5. <i>Socially responsible business relations with local communities</i></p> <ol style="list-style-type: none"> 1. Historical aspects of community engagement and development: from patronage to social investment. 2. The impact of the community on the work of companies and the responsibility of companies to the population. 3. Developing partnerships with local authorities and the community. 4. Participation of companies in community life. 5. Cooperation of business structures with non-governmental organizations. 	2	2		9	1, 2, 3, 6, 7, 9, 11, 12, 15, 18, 19
<p>Topic 6. Environmental aspects of corporate social responsibility</p> <ol style="list-style-type: none"> 1. The essence and importance of organizations' responsible attitude towards the environment. 2. Preventive approach to solving environmental problems. 3. Pollution control programs and environmental protection, conservation of natural resources, compliance with environmental standards, etc. 4. International environmental documents. 5. Ukrainian legislation on environmental protection. 	2	2		9	2, 3, 6, 7, 9, 11, 12, 14, 15, 17, 19, 26

<p>Topic 7. <i>Information policy and social reporting</i></p> <p>1. Principles of forming corporate information policy.</p> <p>2. Building a CSR communications system.</p> <p>3. Consultations with stakeholders at various stages of developing and implementing the CSR strategy and a feedback mechanism with them.</p> <p>4. Resources in the field of social reporting. International sustainability reporting standards.</p> <p>5. Features of non-financial reporting of companies in Ukraine.</p>	4	4		9	1, 2, 3, 6, 7, 9, 11, 12, 16, 17
<p>Topic 8. <i>Corporate social responsibility monitoring</i></p> <p>1. Goals and objectives of CSR monitoring.</p> <p>2. Qualitative characteristics of monitoring of enterprise activities.</p> <p>3. Monitoring tools to improve the effectiveness and implementation of social responsibility projects.</p>	2	2		9	1, 2, 3, 6, 7, 9, 11, 12, 15, 18, 19
<p>Topic 9. <i>Evaluating the effectiveness of corporate social responsibility</i></p> <p>1. Internal CSR indicators.</p> <p>2. The London Benchmarking Group model and features of its use.</p> <p>3. Social audit. Balanced scorecard.</p> <p>4. Triple bottom line concept.</p> <p>5. Methods for assessing the business reputation of a socially responsible company.</p> <p>6. Monitoring the effectiveness of CSR activities.</p>	4	4		9	1, 2, 3, 6, 7, 9, 11, 12, 15, 18, 19
<p>Topic 10. Social responsibility and ethics in management.</p> <p>1. The essence of social and legal responsibility in management.</p> <p>2. Principles of building a manager's social responsibility.</p> <p>3. Business ethics and its role in management development.</p>	2	2		9	2, 3, 4, 6, 7, 9, 11, 12, 15, 18, 19
Total	30	30		90	

4. TEACHING AND LEARNING METHODS

MLOs	Teaching methods (work that will be carried out by the teacher during classroom lessons, consultations)	Number of hours	Teaching methods (what types of learning activities must the applicant perform independently)	Number of hours
MLOs 1. Apply the acquired knowledge on the issues of social responsibility when analyzing the current state of socio-economic realities of the modern world and the prospects for its development, when analyzing urgent problems of the present. Analyze the model of social responsibility; organizational management of social responsibility; formation of social responsibility towards the environment; formation of social responsibility in relations with the state.	Lectures-discussions, use of electronic learning tools (multimedia equipment), thematic discussion, individual and group work, analysis of specific production situations, testing.	15	Independent work with the textbook, completion of individual tasks	20
MLOs 2. Know the formation of social responsibility in relations with consumers and socially responsible marketing; international initiatives and legislation of Ukraine in the field of consumer rights protection; product quality (standards); principles of fair competition. Evaluate historical aspects of community involvement and development: from patronage to social investments; the influence of the community on the work of companies and the responsibility of companies to the population; the functioning of community funds.	Lectures-discussions, use of electronic learning tools (multimedia equipment), thematic discussion, individual and group work, analysis of specific production situations, testing.	15	Independent work with the textbook, completion of individual tasks	20
MLOs 3. To form corporate culture and its structure; external manifestations of corporate culture; organizational culture of the institution. To know international human rights standards in the field of labor; ILO standards and principles of the Global Compact in the field of labor; European labor standards; Ukrainian labor legislation as the basis of JI in relations with employees.	Lectures-discussions, use of electronic learning tools (multimedia equipment), thematic discussion, individual and group work, analysis of specific production situations, testing.	15	Independent work with the textbook, completion of individual tasks	25
MLOs 4. Determine indicators and criteria for environmental responsibility of business, register threats and dangers to	Lectures-discussions, use of electronic learning tools (multimedia	15	Independent work with the textbook, completion of individual tasks	25

the environment. Be able to form an information policy in the field of social responsibility; build a system of communications on social responsibility; form corporate social reports.	equipment), thematic discussion, individual and group work, analysis of specific production situations, testing.			
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5. EVALUATION BY EDUCATIONAL COMPONENT

5.1. Summative assessment

5.1.1. To assess the expected learning outcomes, there are

No.	Summative assessment methods	Points / Weight in the overall score	Date of compilation
1.	Current survey, assessment of theoretical knowledge, solving discussion questions	20 points/20%	During the 7th week
2.	Performing situational tasks, group tasks, cases	20 points/20%	During the 14th week
3.	Multiple choice test	15 points /15%	During the 9th week
4.	Individual task: to create a social (non-financial) report of the selected enterprise; to analyze the state of corporate culture at the studied enterprise.	15 points /15%	During the 13th week
5.	Exam – ticket assignment	30 points /30%	According to the approved schedule

5.1.2. Evaluation criteria

Component	Unsatisfactorily	Satisfactorily	Good	Perfectly
	<12 points	12 – 14 points	15 – 17 points	18 – 20 points
Current survey, assessment of theoretical knowledge, solving discussion questions	Less than 60% correct answers	60% - 74% correct answers	75% - 89% correct answers	90-100% correct answers
Performing situational tasks, group tasks, cases	<12 points	12 – 14 points	15 – 17 points	18 – 20 points
	Less than 60% correct answers	60% - 74% correct answers	75% - 89% correct answers	90-100% correct answers
Multiple choice test	<9 points	9 – 10 points	11- 13 points	14 – 15 points
	Less than 60% correct answers	60% - 74% correct answers	75% - 89% correct answers	90-100% correct answers
Individual task: to create a social (non-financial) report of the selected enterprise; to analyze the state of corporate culture at the studied enterprise.	<9 points	9 – 10 points	11- 13 points	14 – 15 points
	Task requirements not met	The topic is not fully disclosed, the structure of the work is not maintained, or some of its components are missing.	All requirements of the assignment are met, but the topic is not sufficiently covered, there are grammatical and editorial errors	Fulfilled all the requirements of the task, demonstrated creativity, thoughtfulness, proposed their own solution to the problem
Exam – ticket assignment	<18 points	18 - 22 points	23 – 26 points	27 – 30 points
	Task requirements not met	Answered 60% to 74% of the task	Tasks completed from 75% to 89%, some tasks are incomplete	The task was completed in full and in compliance with the requirements

5.2. Formative assessment:

To assess current progress in learning and understand areas for further improvement,

No.	Elements of formative assessment	Date
1	Oral survey after studying each topic OK	weekly
2	Oral feedback from the teacher on the written survey of the current control	During weeks 7 and 14
3	Verbal feedback from the teacher and students regarding individual task iconography	During the 13th week
4	Monitoring of student activity (teacher assessment, student self-assessment)	monthly

5.3. Evaluation scale (summary) – generally accepted for the university:

Total points for all types of learning activities	ECTS score	National scale score (for the exam)
90 – 100	A	perfectly
82-89	B	good
75-81	C	
69-74	D	satisfactorily
60-68	E	
35-59	FX	unsatisfactory with the possibility of reassembly
1-34	F	unsatisfactory with mandatory re-study of the discipline

6. LEARNING RESOURCES (LITERATURE)

6.1. Main sources

6.1.1. Textbooks, manuals

1. Guseva O.Yu., Voskoboeva O.V., Khlevytska T.B. Social responsibility of business: a textbook. Kyiv: State University of Telecommunications, 2020. 222 p. URL: https://dut.edu.ua/uploads/1_2168_88978048.pdf
2. Kuzmin O.E. Social responsibility: practical aspect: teaching aid. / O.E. Kuzmin, O.V. Pirog, L.I. Chernobay, N.S. Stanasyuk, I.I. Pasinovich. Kyiv: Publishing house "Kondor", 2020. 244p.
3. Saprykina M.A., Lyashenko O., Saensus M.A. and Misko G.A., Zinchenko A.G. Corporate social responsibility: models and management practice: textbook / scientifically edited by Doctor of Economics, Professor, Honored Worker of Science and Technology of Ukraine Redkina O.S. Kyiv: Publishing house "Farbovany list", 2011. 480p.
4. Sirenko N.M., Lunkina T.I., Burkovska A.V. Social responsibility: textbook. Mykolaiv: MNAU. 2021. 216p.
5. Tkachenko V.V., Batsenko L.M., Kharchenko T.M. Social responsibility. Textbook for full-time and part-time students, fields of knowledge 07 and 05, OS "Master", 2nd edition, revised and supplemented. Sumy, 2023. 283 p.
6. Chuprina M.O. Corporate social responsibility: Lecture notes [Electronic resource]: teaching aids for students of specialty 075 "Marketing", educational and professional program "Industrial Marketing". Kyiv: Igor Sikorsky Kyiv Polytechnic Institute. 2023. 138 p.

6.1.2. Methodological support

7. Training course in the Moodle system: <https://cdn.snau.edu.ua/moodle/course/view.php?id=1336>
8. Tkachenko V.V. Social responsibility. Methodological guidelines for practical work for first-year students of the second (master's) level of higher education in the specialty 073 "Management" of full-time and part-time study. Tkachenko V.V. Sumy, 2023. 60p.
9. Tkachenko V.V. Social responsibility. Methodological instructions for performing independent work for first-year students of the second (master's) level of higher education in the specialty 073 "Management" of full-time and part-time study. Tkachenko V.V. Sumy, 2023. 34p.
10. Tkachenko V.V., Batsenko L.M., Kharchenko T.M. Social responsibility. Textbook for full-time and part-time students, fields of knowledge 07 and 05, OS "Master", 2nd edition, revised and supplemented. Sumy, 2023. 283 p.

6.1.3. Other sources

11. International Labour Organization Declaration on Fundamental Principles and Rights at Work: adopted by the International Labour Conference at its Eighty-sixth Session (Geneva, 18 June 1998). URL: https://zakon.rada.gov.ua/laws/show/993_260#Text
12. On the Right to Organize and to Bargain Collectively: ILO Convention No. 98 of September 14, 1956. URL: https://zakon.rada.gov.ua/laws/show/993_004#Text
13. On forced or compulsory labor: ILO Convention of August 10, 1956 No. 29. URL: https://zakon.rada.gov.ua/laws/show/993_136#Text
14. Global Responsible Leadership Initiative (GRLI). URL: www.grli.org
15. UN Global Compact in Ukraine (UN Global Compact, 2000). URL: www.globalcompact.org.ua
16. European Social Charter (revised): Charter of the Council of Europe of 03.05.1996. URL: http://zakon5.rada.gov.ua/laws/show/994_062
17. International Covenant on Economic, Social and Cultural Rights of 19.10.1973. No. 2148-08. URL: https://zakon.rada.gov.ua/laws/show/995_042#Text
18. Official website of the Center for Development of Corporate Social Responsibility (CSR). URL: <http://csr-ukraine.org>
19. Non-financial reporting: a tool for socially responsible business / UN Office in Ukraine. Global Compact Initiative in Ukraine. URL: https://www.ppv.net.ua/uploads/work_attachments/Non-Financial_Reporting_UA_.pdf
20. Sustainable Development Goals. URL: <https://www.undp.org/uk/ukraine/tsili-staloho-rozvytku>

6.2. Additional sources

21. Sabetska T. I. Social responsibility as a philosophy of forming an effective personnel policy of an enterprise. Economy and State. 2018. No. 4. URL: file:///C:/Users/PROFES~1/AppData/Local/Temp/ecde_2018_4_13.pdf
22. Tarasyuk G.M., Vasylenko N.V. European model of corporate social responsibility in Ukraine: implementation mechanism and adaptation. Market Infrastructure. 2018. Issue 23. P.240-245. URL: http://www.market-infr.od.ua/journals/2018/23_2018_ukr/44.pdf
23. Tkachenko V.V., Mohylina L.M. International standards for the implementation of environmental principles of social responsibility by innovatively active businesses. Electronic professional publication "Economy and Society". 2022. Issue 37/2022. URL: <https://economyandsociety.in.ua/index.php/journal/article/view/1186>
24. Tkachenko V., Kibukevych K. Improving the enterprise management system through the formation of a social package. Collection of scientific works of the State Institute of Economics and Management. Kyiv. 2021. Issue 50/2021. P.130-137.

25. Tkachenko V.V., Nevechera O.V. Peculiarities of corporate social responsibility management of an enterprise: materials of the scientific-practical conference of teachers, postgraduates and students of Sumy NAU, April 19-23, 2021. Sumy, 2021. P.260-261.
26. Tkachenko V.V., Kharchenko T.M. Information support for the use of natural resources by agricultural enterprises as a component of social responsibility. Market Infrastructure. Odesa. 2020. No. 40. P.298-303. URL:http://www.market-infr.od.ua/journals/2020/40_2020_ukr/54.pdf
27. Tkachenko V. Features of quality management of non-compliant products in Ukraine. Electronic journal "Economy and Society". 2021. Issue 26/2021.URL:<https://doi.org/10.32782/2524-0072/2021-26-45>
28. Tkachenko V.V. Barriers to the introduction of social responsibility in enterprises of Ukraine: Technologies of the 21st century: collection of abstracts based on the materials of the 27th International Scientific-Practical Conference, November 24-26, 2021. Part 2. Sumy: SNAU, 2021. P.91-92.
29. Tkachenko V.V. Responsible innovations as a component of corporate social responsibility: International scientific-practical online conference of young researchers "Innovations in science: modern dimension" (May 4, 2023). Sumy, 2023.
30. Tkachenko V.V. Social responsibility in the IT sphere: materials of the VI International Scientific and Practical Conference (correspondence form) "Formation and prospects for the development of business structures within the framework of integration into the European space" (March 21, 2023). Poltava, 2023.
31. Tkachenko V. V. The innovative component of corporate social responsibility: materials of the IV International Scientific and Practical Conference "Innovations for Revival: National, Regional, International Context" (October 12, 2023). Zaporizhzhia, 2023. P. 424-425.
32. Stoyanets, N., & Tkachenko, V. (2023). Corporate social responsibility and company profitability: the concept of the moderating function of firm reputation and access to capital. Bulletin of Sumy National Agrarian University, (1 (93), 46-51.<https://doi.org/10.32782/bsnau.2023.1.9>
URL:<https://snaujournal.com.ua/index.php/journal/article/view/294>
33. Tkachenko V. & Stoyanets N. (2023). Responsible innovations as a significant factor in the formation of social responsibility of the enterprise. Scientific works of the Interregional Academy of Personnel Management. Economic Sciences, 1 (68), 62-67.
URL:<http://journals.maup.com.ua/index.php/economics/article/view/2574>
34. Tkachenko V.V. Personnel motivation and social responsibility of business under martial law: impact on the efficiency of operational activities. Current issues of economic sciences. No. 11. 2025.URL:<https://a-economics.com.ua/index.php/home/article/view/450>

6.3. Software

35. SoftwareZoom is a platform for organizing video conferences.
36. Moodle distance learning system software.
37. Online testing and quiz creation service Quizizz.com
38. Padlet.com online whiteboard