

EASTERN ILLINOIS UNIVERSITY
SOC 4000: Work and Occupations
Fall 2012

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Office Hours: MWF: 11.00AM-12.15pm,
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Course Description

Most people will spend most of their adult lives working. Some students enrolled in this course may already have jobs; others may be looking or will soon be looking for work. Regardless of where you are in your life, work affects the lives of every American, especially during this time of economic uncertainty.

This course will help you understand the transformation of work in the United States. We will begin with work in the early 1900s and look at how technology and globalization transformed the American workplace giving way to the types of work and structure of work today. We will read two or three articles from key scholars in the field of work and examine the relevance of each reading for the workplace today. Emphasis will be placed on critical analysis of the readings and application to a workplace of your choosing. Your success in this course depends on your willingness to complete all reading and writing assignments, engage in constructive class discussion your performance on exams and quizzes.

Course Competencies

After taking this course, you should be able to give informed responses to such questions about workplace composition, outsourcing, and equality. For example, why are there fewer farm and manufacturing jobs in the U.S.A today? Why are more U.S. jobs moving overseas? Why are women still paid less than men, even for similar work? Can the U.S. survive the aftermath of the 2008 recession? Is there a high paying job for me in the future? To achieve these competences you will be required to:

1. Summarize the major theme(s) of the readings.
2. Provide a critical assessment of the readings.
3. Apply the theme of the reading to a current example of work.

Required Book

Perrucci, Robert and Carolyn C. Perrucci. 2007. *The Transformation of Work in the New Economy*. Oxford University Press.

Course Website

Desire2Learn. This course uses Desire2Learn (D2L) for communication and course management purposes. You can access your courses in D2L using your Panther ID and password.

Online Resources:

U.S. Department of Labor. <http://www.dol.gov>

U.S. Bureau of Labor Statistics. <http://www.bls.gov>

International Labour Office. <http://www.ilo.org>

U.S. Equal Employment Opportunity Commission. <http://www.eeoc.gov>

Interuniversity Consortium for Political and Social Research. www.icpsr.umich.edu

International Labor News. <http://www.labourstart.org>

Walter Reuther Labor Archives. <https://www.reuther.wayne.edu>

Ohio Employee Ownership Center. <http://www.oeockent.org/>

Evaluation Criteria

Your course grade comprises six (6) categories: weekly written responses to discussion questions, weekly group responses, weekly pretest quizzes, a reading presentation, a midterm exam and the option of a final exam or research paper.

Discussion response 10@10pts each	100 pts
Group response 10@5pts each	50 pts
Reading quizzes 10@5pts each	50 pts
Reading presentation	50 pts
Mid-term exam	50 pts
Final exam/research paper	100 pts
Course total	400 pts

Grading scale: A=100-90 (358-400pts), B=89-80 (318-357pts), C=79-70 (278-317pts), D=69-60 (238-277), F=59-0% (0-237pts).

Discussion responses. I will assign at least one discussion question each week. You are required to write and submit a thoughtful response, no more than one double-spaced typed page to the assigned question.

Group discussion responses. In addition to your personal response, you will discuss the questions in small groups and submit a short, but cohesive group response. The group response must identify one strength and one weakness of each student's individual response.

Pretest reading quizzes. You will have a short quiz (5 points each) on the first class day of each week. Quizzes will be given prior to any lecture or class discussion to test your understanding of the readings.

Reading presentation. Each student will select a reading from those assigned to present to the class, on the first class day of each week for which readings are assigned. The presentation must satisfy three (3) objectives. (1) Provide a brief summary of the main

point(s) of the selected reading. (2) Provide a critique of the reading, which means you must assess the strengths and weaknesses of the readings. For example, did the authors achieve what they set out to do? Did they make a strong argument? Was the argument sufficiently supported with the evidence presented? (3) Propose at least one way to improve the reading or some future research.

Midterm Exam. The midterm exam will be an in-class exam and will consist of multiple choice, true and false and short answer questions.

Final Exam/Research Project. For your course final, you must choose either a comprehensive in-class exam or a research project. The in-class exam will be essay-based. The research project will take the form of an empirical paper, for which you will be required to conduct survey/interviews of at least 20 working individuals on a sociological topic about the workplace that is of interest to you. More details about the research project will follow.

Who might want to do the research project? You may opt for the research project if you have a topic that you are curious about and which to explore in more depth. Also, if you wish to continue on to Graduate School, you might use your research project as the starting point of a Master's thesis. Because the research project will take some time to complete, you must choose between the exam and the paper by the end of the second week of class.

Missed Exam or Assignment Policy

Students will be permitted to make up examinations or assignments missed because of illness, and family emergencies. Please contact the instructor prior to missing an assignment, if possible, or immediately after.

Academic Fraud

Plagiarism and cheating are academic fraud. Academic fraud is a serious matter and is reported to the university administration. For more information refer the "Student Conduct Code" <http://www.eiu.edu/judicial/studentconductcode.php>.

Accommodations for Disabilities

Students with documented disabilities are encouraged to contact the Office of Disability Services (581-6583) if they wish to discuss any necessary academic accommodations.

Discussion Etiquette

I encourage spirited discussions of the readings and related material. You are not required to agree with me or anyone else as I welcome a variety of opinions. However, personal attacks will not be tolerated. We can respectfully disagree without being disagreeable.

Course Schedule

August 20-24.

Course Introduction:

Activity:

Complete the Learning Style Surveys. Links to surveys are provided on D2L
Bring your survey results to next class for us to discuss.

August 27-31.

Historical Background I

Readings:

Jacoby. "The Way It Was: Factory Labor Before 1915."

Braverman. "Scientific Management."

September 3. LABOR DAY – NO CLASS

September 5-7

Historical Background II

Readings:

Edwards. "Bureaucratic Control."

Marx. "Alienated Labour."

September 10-14

Effects of Globalization

Readings:

Perrucci & Wysong. "Global Economy and Privileged Class."

Bacon. "Grapes and Green Onions..."

Rodriquez. "Workers Wanted ..."

September 24-28

Effects of Technology

Readings:

Zuboff. "Worker Skills ..."

Fraser. "They Used to Use a Ball and Chain: Technology's Impact."

Levy and Murnane. "Home Computers Change Work and Pay."

October 1-3

Organization of Work

Readings:

Kalleberg. "Flexible Firm and Labor Market Segmentation..."

Gordon. "Bureaucratic Bloat."

Rogers. "Just a Temp."

October 5. FALL BREAK

October 8-12
Review
Midterm Exam

October 15-19
Income and Opportunities

Readings:
Hogan and Perrucci. "Gender, Race and Income Gaps."
Tilly and Tilly. "Inequality at Work: Wages and Promotion"
Moss and Tilly. "Soft Skills and Race."

October 22-26
Types of Work: Professional Work
Hoy. "The Organization of Mass Production Law."
Barley and Kunda. "Unlikely Rebels."
Brannon. "Professionalism and Work Intensification."

October 29- Nov. 2
Types of Work: Factory Work
Readings:
Vallas. "Why Teamwork Fails."
Graham. "Inside a Japanese Transplant."
Pfeffer. "Being Broken In..."

November 5-9
Types of Work: Service Work
Readings:
Gutek et al. "Gender and Service Delivery."
Leidner. "Over the Counter."
Ehrenreich. "Walmart."

November 12-16
Work and Family
Readings:
Glass. "Envisioning the Integration of Family and Work."
Jacobs and Gerson. "Overworked Individuals or Overworked Families."
Becker and Moen. "Scaling Back..."

November 19-23. THANKSGIVING BREAK

November 26-30
Policies for Work and Family
Readings:
Gornick and Meyers. "The Reluctant American Welfare State..."
Roehling et al. "The Relationship Between Work-Life Policies and Practices ..."
Glass and Estes. "The Family Responsive Workplace."

December 3-7

Revitalizing the Workplace

Luce. "Lessons From Living-Wage Campaigns."

Barlett and Steele. "Critical Condition: How Health Care in America Became Big Business and Bad Medicine."

Kim et al. "Promising Practices..."

December 11

Final Exam 12.30-2.30pm or Research Project due