

**EASTERN ILLINOIS UNIVERSITY**  
**SOC 4000.600 Work and Occupations Online**  
**FALL 2017**

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Office Hours: MW: 8.30 – 10.00AM,  
F: 8.45 – 9.45AM, or by appointment

**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 uses the sociological frame to analyze “social and technical relationships in the production system.” 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 works 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 assignments and writing assignments, including discussion board participation.

**Course Competencies**

After taking this course, you should be able to give informed responses to 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.

**Course Objectives**

1. Analyze how work is organized in the industrialized societies, including how the characteristics of jobs differ because those jobs are located in different structures-- firms, industries, and economic sectors.

2. Analyze how the characteristics of jobs and work organizations affect our thinking, our personality, and our mental health (social psychology of work).
3. Compare and explore how gender/race affects occupational attainment, promotion, etc.
4. Evaluate how the globalization of economy affects the structure and dynamic of jobs in USA.
5. Apply and enrich students' knowledge of the basic concepts, principles, and theories covered in the course to analyze the characteristics of a job, its labor market, its industrial context, etc.

### **Required Readings**

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

*Any other assigned readings within a module.*

### **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. <https://www.eiu.edu/eiuonline>

### **Technology Support: Students: D2L Quick Guide**

CATS Training Services has created a Quick Guide for Students using Desire2Learn. Use this guide as a reference when navigating "My Home" and your course site as well as when you are using various tools in Desire2Learn.

[https://online.eiu.edu/content/D2L%20Student%20Quickguide.pdf?\\_d2lSessionVal=bi1uXiltPZH3yzLES7AcasKIX](https://online.eiu.edu/content/D2L%20Student%20Quickguide.pdf?_d2lSessionVal=bi1uXiltPZH3yzLES7AcasKIX)

### **Additional Technical Support**

Contact ITS Help Desk for additional technical support if necessary.

- Email: [itshelp@eiu.edu](mailto:itshelp@eiu.edu)
- Phone: 217-581-HELP (4357)
- Twitter: follow us at @eiu\_itshelp
- Web: <http://its.eiu.edu>

### **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](http://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 five (5) assignment categories: weekly discussion board posts, weekly reading quizzes, one 4-6 page essay, a midterm exam, and a comprehensive final exam.

Discussion board 11@10pts each	110 pts
Reading quizzes 10@5pts each	50 pts
Analytical essay 1@50 pts	50 pts
Mid-term exam	50 pts
Final exam	80 pts
Course total	340 pts

**Grading scale:** A=100-90, B=89-80, C=79-70, D=69-60, F=59-0%.

*Discussion board.* Each student will post a response to a discussion question about the readings, and then post a response to the responses of two other students. To ensure that each student get comments about their response, please do not respond to someone who already has comments from two other students.

*Essay.* You will be required to write one 4-6 page analytical essay on a topic from the readings. These essays will give you an opportunity to evaluate and apply key arguments and themes from the readings and discussions to some recent or current workplace concern.

*Quizzes .* There will be short multiple choice quizzes in each module to assist in your understanding of specific concepts from the readings. Quizzes will also help you prepare for the midterm and final exams.

*Exams.* There will be a midterm and final exam. The exams will consist of short answer and multiple choice questions. The final exam will focus on material since the midterm, but will also include questions about major concepts from the earlier half of the course.

## 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.

## Access to Library Resources

All students who know their Eastern E-number may use the following Booth Library web site to locate their personal library number:

<http://www.library.eiu.edu/scripts/getlibnum.asp>

The library number listed there will enable them to access library databases from off-campus. If you do not know your Eastern E-number, it can be found in their PAWS account: <http://www.eiu.edu/pawslogin/>

Once logged on to PAWS, click on the STUDENT tab, then click Student Records\View Student Information.

If you are unable to access the library resources using these steps please contact me as soon as possible so that I can provide alternative instructions.

### **Adult and Continuing Education Website**

Adult students who are away from the EIU campus can find answers to questions about policies and resources by clicking on the following link.

<http://www.eiu.edu/adulted/>

### **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.

You can also visit the Office of Disability Services website to review policies and guidelines by using the following link. <http://www.eiu.edu/~disablt/>

### **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>.

### **Discussion Board etiquette**

I encourage spirited online 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. See the Albion Netiquette Rules for generally acceptable online etiquette practices.

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## **Course Schedule**

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Module 1. August 21 – 27

### **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.

Module 2. August 28 – September 03

### **Historical Background I**

Readings:

Jacoby. “The Way It Was: Factory Labor Before 1915.”  
Braverman. “Scientific Management.”

Module 3. September 04 – 10

### **Historical Background II**

Readings:

Edwards. "Bureaucratic Control."

Marx. "Alienated Labour."

Module 4. September 11 – 17

**Effects of Globalization**

Readings:

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

Bacon. "Grapes and Green Onions..."

Rodriguez. "Workers Wanted ..."

Module 5. September 18 – 24

**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."

Module 6. September 25 – October 01

**Organization of Work**

Readings:

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

Gordon. "Bureaucratic Bloat."

Rogers. "Just a Temp."

October 02 – 08

**Midterm Exam**

**Exam due by 10.00PM on October 08**

No reading assignments

Module 7. October 09 – 15

**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."

Module 8. October 16 – 22

**Types of Work: Professional Work**

Hoy. "The Organization of Mass Production Law."

Barley and Kunda. "Unlikely Rebels."

Brannon. "Professionalism and Work Intensification."

Module 9. October 23 – 29

**Types of Work: Factory Work**

Readings:

Vallas. "Why Teamwork Fails."  
Graham. "Inside a Japanese Transplant."  
Pfeffer. "Being Broken In..."

Module 10. October 30 – November 05

**Types of Work: Service Work**

Readings:

Gutek et al. "Gender and Service Delivery."  
Leidner. "Over the Counter."  
Ehrenreich. "Walmart."

November 06 – 12

**Analytical Essay** – No Reading Assignments

**ESSAY DUE by 10.00PM on November 12**

Module 11. November 13 – 19

**Work and Family**

Readings:

Glass. "Envisioning the Integration of Family and Work."  
Jacobs and Gerson. "Overworked Individuals or Overworked Families."  
Roehling et al. "The Relationship between Work-Life Policies and Practices ..."

November 20 – 26

**THANKSGIVING BREAK** -No Assignments Due

Module 12. November 27 – December 03

**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 04 – 10

**Final Exam**

**FINAL EXAM DUE by 10.00PM on December 10**