

Soc. 490. Horizons of Sociology: Sociology of Work, Employment, and Occupations

Monday, Wednesday, and Friday 2:00-2:50, 298 Upham Hall

Professor: Stephen Lippmann

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Office Hours: 9:00-10:30 Monday and Wednesday, and by appointment

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Course Description: This course will examine the social organization of work over time and how this has affected social relations in the workplace and in society. Major topics include key concepts in the sociology of work and occupations, the role that key institutions and actors play in structuring employment relations, and changes in employment in the U.S. throughout over the last century. Specific attention will be paid to recent changes in work structures and employment institutions—including globalization, employment flexibility, and new forms of work organization—and the effects these changes are having on work and workers in the “new” economy.

In addition to these substantive objectives, this course contributes directly to the accomplishment of many following goals of the Sociology Program at Miami:

1. To understand the discipline of sociology and its role in contributing to our understanding of social reality.
2. To understand the role of theory in sociology.
3. To understand the roles of quantitative and qualitative methods in sociology.
4. To understand basic concepts in sociology and their theoretical connections.
5. To understand the roles of culture and social structure.
6. To understand the reciprocal relationships between individual and society.
7. To understand both macro sociology and micro sociology.
8. To think critically.
9. To understand the effects of social inequality.

Student responsibilities and course organization: To accomplish these objectives, we will rely heavily on class discussions and group work. In order for these activities to work successfully, you must *do each reading prior to the class in which it will be discussed, attend class regularly and be ready to contribute any questions, comments, or ideas that you have about the readings.* **Don't be afraid to read with a dictionary at your side. If you don't understand a word, skipping over it won't help you understand the reading or expand your vocabulary!** Because you are adults, attendance will not be graded. However, regular class attendance will undoubtedly improve your understanding of the course material and performance on the assignments.

Course Guidelines

Arrive to class on time, and I won't keep you late. Deal?

Turn off your cell phones!

Read the newspaper and sleep before you come to class.
Hand in assignments on time.
Treat your classmates with respect
Familiarize yourself with the new course withdrawal policy
(www.miami.muohio.edu/documents_and_policies/handbook/)

Readings: There are four books required for the course. I have placed orders for these books at the Miami Bookstore. The books are:

Chris Tilly and Charles Tilly. 1998. *Work Under Capitalism*. Boulder, CO: Westview Press.

Stephen R. Barley and Gideon Kunda. 2004. *Gurus, Hired Guns, and Warm Bodies: Itinerant Experts in a Knowledge Economy*. Princeton, NJ: Princeton University Press.

Roger Waldinger and Michael I. Lichter. 2003. *How the Other Half Works*. Berkeley, CA: University of California Press.

Jerry A. Jacobs and Kathleen Gerson. 2005. *The Time Divide: Work, Family, and Gender Inequality*. Cambridge, MA: Harvard University Press.

Other readings are available on electronic reserve via blackboard, and are indicated with a “BB” on the syllabus.

Assignments

Quizzes and homework assignments (10%)- Throughout the semester, we will have 12 in-class quizzes and/or homework assignments that will cover the readings and in-class material from the *previous* class session. Homework assignments are handed out in class, and **there are no make-ups for missed in-class quizzes**, but you can miss up to two (for whatever reason) leaving a total of 10 quiz grades.

Mid-term assignments (15% each)- Two longer homework assignments will be due during the semester. Details discussed in class.

Term paper (30%)- Towards the end of the semester, an 8-10 page term paper will be due on some topic or dimension of social stratification discussed in class. Details to follow.

Final exam (30%)- The exam will consist of multiple-choice questions and a few short essays.

Please note: I do not accept assignments via email or in my mailbox. All assignments must be submitted in person, in class.

Grading: Personal emergencies, mechanical failures, and illnesses affect us all, often at the worst possible times. However, I must hold everyone in the class to the same standards. Late work loses 2 points per calendar day (regardless of the reason for lateness). Missed exams and work not submitted by semester's end receives a grade of zero. I do not offer extra credit assignments; every student will be graded on the same basis for the same work. Therefore, be sure to plan ahead and begin your assignment well before their due dates. If you begin to fall behind in any of the course requirements, you should take action early on to remedy the situation rather than during the last week of classes when it's too late! Both Miami University and I take academic honesty very seriously. Cheating and plagiarism are unacceptable and will not be tolerated. Please be familiar with Part V, Sections 01.501-502 of the Miami University Student handbook regarding academic integrity.

A	92-100
A-	90-91
B+	88-89
B	82-87
B-	80-81
C+	78-79
C	72-77
C-	70-71
D+	68-69
D	62-67
D-	60-61
F	59 and below

Contact: The best way to contact me is via email. My address is lippmas@muohio.edu, and I check this frequently throughout the day. Also, feel free to call me in my office.

I can also be reached during my office hours. If these times are not convenient, I am happy to set up another time that works better for you. I encourage you to make use of my office hours to raise specific questions or concerns you have about the class as they arise. Don't wait until it's too late!!! Also, feel free to stop by and chat about anything that's on your mind.

We will be conducting a lot of course business via blackboard. Please familiarize yourself with this resource and check it out regularly.

SCHEDULE

Monday, January 8—Course Introduction

The Sociological Study of Work—Key Concepts

Wednesday, January 10—What is work?

“Worlds of Work.” Pp. 21-36 in *Work Under Capitalism*

Friday, January 12— Work in Historical Context

“How Work Has Changed, How Work Changes.” Pp. 137-160 in *Work Under Capitalism*.

Monday, January 15—NO CLASS, Martin Luther King, Jr. Day

Wednesday, January 17— The Structural Context of Work

“Work Structures: Interrelations, Markets, and Processes.” Pp. 31-62 in *Work and Industry: Structures, Markets, and Processes*. 1986. By Arne L. Kalleberg and Ivar Berg. New York: Plenum. **(BB)**

Friday, January 19— The Employment Relationship

“An Analytical Frame.” Pp. 69-93 in *Work Under Capitalism*.

Monday, January 22— The Labor Process

“Marx and the Idea of the Labor Process.” Pp. 38-66 in *The Nature of Work*. By Paul Thompson. 1989. New York: Palgrave Macmillan. **(BB)**

Wednesday, January 24— The Labor Process (Con’t)

“Deskilling: The Degredation of Labour.” Pp. 89-121 in *The Nature of Work*. By Paul Thompson. 1989. New York: Palgrave Macmillan. **(BB)**

“Origins of the Assembly Line and Capitalist Control of Work at Ford.” By David Gartman, pp. 193-205 in *Case Studies on the Labor Process*. Andrew Zimbalist, ed. New York: Monthly Review Press. **(BB)**

Friday, January 26— Job Meaning

“The Function and Meaning of Work and the Job: Morse and Weiss (1955) Revisited.” Robert P. Vecchio. *The Academy of Management Journal*, Vol. 23, No. 2 (Jun., 1980), pp. 361-367. **(BB)**

“Meanings of Routinized Work.” Chapter 6 in *Fast Food, Fast Talk: Service Work and the Routinization of Everyday Life*. By Robin Leidner. Berkeley, CA: University of California Press. **(BB)**

Key Actors

Monday, January 29— Employers

“Employers at Work.” Pp. 95-112 in *Work Under Capitalism*.

Wednesday, January 31— Employees

“Employees and Other Actors.” Pp. 113-136 in *Work Under Capitalism*.

Friday, February 2— The Professions

“Formal Knowledge: Power and the Professions” and “Identifying the Professions.” Pp. 1-40 in *Professional Powers: A Study of the Institutionalization of Formal Knowledge*. 1986. Eliot Freidson. Chicago: University of Chicago Press. **(BB)**

Monday, February 5— The state

“Welfare State and Labor Market Regimes.” Pp. 144-161 in *The Three Worlds of Welfare Capitalism*. By Gosta Esping-Andersen. Princeton, NJ: Princeton University Press. **(BB)**

Wednesday, February 7—Unions

“Contention at Work.” *Work Under Capitalism* Pp. 229-253

Freeman, R and James Medoff. 1984. *What Do Unions Do?* New York: Basic Books. Pp. 3-25 **(BB)**

Key Processes

Friday, February 9— Labor Market Segmentation

“Varied Work, Segmented Work.” Pp. 161-177 in *Work Under Capitalism*.

Monday, February 12— Hiring

“Inequality at Work: Hiring.” Pp. 177-198 in *Work Under Capitalism*.

Wednesday, February 14— Mobility and Advancement

“Inequality at Work: Wages and Promotion.” Pp. 199-228 in *Work Under Capitalism*.

Mid-term assignment 1 due in class

Flexible employment and the “new” economy

Friday, February 16— Organizational practices

“New Forms of Work Organization.” By Vicki Smith. *Annual Review of Sociology*. 23: 315-339. **(BB)**

Tuesday, February 20— New forms of employment

Arne L. Kalleberg. “Nonstandard Employment Relations: Part-Time, Temporary and Contract Work.” *Annual Review of Sociology*. 26: 341-365 **(BB)**

Wednesday, February 21—“bad” jobs

Arne L. Kalleberg; Barbara F. Reskin; Ken Hudson. 2000. "Bad Jobs in America: Standard and Nonstandard Employment Relations and Job Quality in the United States" *American Sociological Review*. 65: 256-278. **(BB)**

Friday, February 23— The weakening of the employment relationship
"Retraining the Mechanics—But For What?" pp. 49-79 in *The Disposable American: Layoffs and Their Consequences*. 2006. By Louis Uchitelle. New York: Knopf. **(BB)**

Monday, February 26— New kinds of employees
Barley and Kunda, Chapters 1 & 2

Wednesday, February 28—
Barley and Kunda, Chapters 3 & 4

Friday, March 1—
Barley and Kunda, Chapters 5 & 6

Monday, March 4—
Barley and Kunda, Chapters 7-9

Wednesday, March 6
Barley and Kunda, Chapters 10-12

Friday, March 8—Entrepreneurship and self-employment
Arnold C. Cooper; William C. Dunkelberg. 1986. "Entrepreneurship and Paths to Business Ownership." *Strategic Management Journal*. 7: 53-68. **(BB)**

Mid-term assignment 2 due in class

Monday, March 11—No Class, Spring Break

Wednesday, March 13—No Class, Spring Break

Friday, March 15—No Class, Spring Break

Immigration and work

Monday, March 18—
Frank D. Bean, Susan Gonzalez-Baker, and Randy Capps. 2001. "Immigration and Labor Markets in the U.S." Chapter 26 in *Sourcebook of Labor Markets: Evolving Structures and Processes*. Edited by Ivar Berg and Arne L. Kalleberg. New York: Kluwer Academic Publishers **(BB)**

Wednesday, March 20—
Borjas, George J. "The Economics of Immigration." *Journal of Economic Literature*. 32: 1667-1717. **(BB)**

Friday, March 22—

Abel Valenzuela. 2003. "Day Labor Work." *Annual Review of Sociology*. 29: 307-333. **(BB)**.

"Stung in the Search for Work." *New York Times*. December 31, 2006. **(BB)**

Monday, March 25—

Waldinger and Lichter, Chapters 1 & 2

Wednesday, March 27—

Waldinger and Lichter, Chapters 3 & 4

Friday, March 29—

Waldinger and Lichter, Chapters 5-7

Monday, April 2—

Waldinger and Lichter, Chapters 8-10

Wednesday, April 4—

Waldinger and Lichter, Chapters 11-12

Gender inequality, work, and family

Friday, April 6—

"Gender Pay Gap, Once Narrowing, Is Stuck in Place." *New York Times*. December 24, 2006. **(BB)**

"How Suite it Isn't: A Dearth of Female Bosses." *New York Times*. December 17, 2006. **(BB)**

Monday, April 9—

Jacobs and Gerson, Intro., Chapters 1 & 2

Wednesday, April 11—

Jacobs and Gerson Chapter 3

Friday, April 13—

Jacobs and Gerson Chapters 4 & 5

Monday, April 16—No Class

Wednesday, April 18—

Jacobs and Gerson, Chapter 6

Friday, April 20—

Jacobs and Gerson, Chapters 7 & 8

The Future of Work

Monday, April 23—

“Tracing the Shifting Labor Market.” Pp. 27-57 in Paul Osterman, Thomas A. Kockan, Richard M. Locke, and Michael J. Piore. 2001. *Working in America: A Blueprint for the New Labor Market*. Cambridge, MA: MIT Press. **(BB)**

Wednesday, April 25—

“The Absence of Loyalty” and “The End of Employment as we Knew It.” Pp. 69-107 in Robert B. Reich. 2000. *The Future of Success: Working and Living in the New Economy*. New York: Vintage Books. **(BB)**

Friday, April 27—Review and wrap up

Monday, April 30—Final Exam, 9:45 AM