

**THE UNIVERSITY OF GEORGIA**  
**DEPARTMENT OF SOCIOLOGY**  
**WORK, ORGANIZATIONS, AND OCCUPATIONS**

**AREA READING LIST**

(revised April, 2007)

**ORGANIZATIONS:**

*I. Overviews*

Baum, Joel (ed.). 2002. The Blackwell Companion to Organizations. Malden, MA: Blackwell Publishing.

Perrow, Charles. 1986. Complex Organizations: A Critical Essay. New York: Random House.

Pfeffer, Jeffrey. 1997. New Directions for Organization Theory: Problems and Prospects. New York: Oxford University Press.

Scott, W. Richard. 1987. Organizations, Rational, Natural, and Open Systems. New York: Prentice Hall.

*II. Bureaucracy*

Kalberg, Stephen. 1980. "Max Weber's Types of Rationality." American Journal of Sociology 86:1145-1179.

Weber, Max. 1978. Economy and Society. Berkeley: University of California Press. (The Types of Legitimate Domination, pp. 212-255; Bureaucracy, pp. 956-963.)

*III. Institutional and Neo-Institutional*

Biggart, Nicole Woolsey. 1989. Charismatic Capitalism: Direct Selling Organizations in America. Chicago: University of Chicago Press.

Powell, Walter and Paul DiMaggio. 1991. The New Institutionalism in Organizational Analysis. Chicago: University of Chicago Press.

Stinchcombe, Arthur. 1965. "Social Structure and Organizations." In J. March (ed.) Handbook of Organizations, 142-193. Chicago: Rand McNally.

*IV. Ecology and Evolutionary Theories*

- Aldrich, Howard and Martin Ruef. 2006. Organizations Evolving. London: Sage.
- Baum, Joel A.C. 1996. "Organizational Ecology." Stewart R. Clegg, Cynthia Hardy, and Walter Nord (eds.), Handbook of Organization Studies. London: Sage.
- Hannan, Michael T. and John Freeman. 1984. "Structural Inertia and Organizational Change." American Sociological Review 49: 149-164.
- Hannan, M. T. and J. H. Freeman. 1977. "The Population Ecology of Organizations." American Journal of Sociology 82: 929-64.

#### *V. Organizations and Economics*

- Barnett, William and Glenn Carroll. 1995. "Modeling Internal Organizational Change." Annual Review of Sociology 21: 217-236.
- Chandler, Alfred Dupont, Jr. 1977. The Visible Hand: The Managerial Revolution in American Business. Cambridge: Harvard University Press.
- Eisenhardt, Kathleen M. 1989. "Agency Theory: An Assessment and Review." Academy of Management Review 14: 57-74.
- Perrow, Charles. 2002. Organizing America: Wealth, Power, and the Origins of Corporate Capitalism. Princeton, NJ: Princeton University Press.
- Sorensen, Jesper B. and Toby E. Stuart. 2000. "Aging, Obsolescence, and Organizational Innovation." Administrative Science Quarterly 45: 81-112.
- Uzzi, Brian. 1996. "The Sources and Consequences of Embeddedness for the Economic Performance of Organizations: The Network Effect." American Sociological Review 61:674-698.
- Williamson, O. 1981. "The Economics of Organizations: The Transaction Cost Approach." American Journal of Sociology 87:548-577.

#### *VI. Culture and Organizations/Organizations and Culture*

- DiMaggio, Paul. 1997. "Culture and Cognition." Annual Review of Sociology 23: 263-287.
- Lawrence, Barbara S. 2006. "Organizational Reference Groups: A Missing Perspective on Social Control." Organization Science 17:80-100
- Lawrence, Barbara S. 1984. "Age Grading: The Implicit Organizational Timetable." Journal of Occupational Behavior 5:23-35.

Vaughan, Diane. 1996. The Challenger Launch Decision. Chicago: University of Chicago Press.

Weick, Karl. 1979. Sensemaking in Organizations. New York: McGraw Hill.

### *VII. Resource Dependence*

Pfeffer, Jeffrey and Gerald Salancik. 1978. The External Control of Organizations. New York: Harper and Row.

### *VIII. Foundings: The Creation and Proliferation of Organizations*

Katz, Jerome and William B. Gartner. 1988. "Properties of Emerging Organizations." Academy of Management Review 13: 429-441.

Renzulli, Linda A. 2005. "Organizational Environments and the Emergence of Charter Schools in the U.S." Sociology of Education 78:1-26.

Ruef, Martin. 2000. "The Emergence of Organizational Forms: A Community Ecology Approach." American Journal of Sociology 106:658-714.

Tushman, Michael and Philip Anderson. 1986. "Technological Discontinuities and Organizational Environments." Administrative Science Quarterly 31: 439-465.

## **WORK:**

### *I. Historical Perspectives*

Bendix, Reinhard. 1956. Work and Authority in Industry: Ideologies of Management in the Course of Industrialization. Excerpts on Scientific Management and Elton Mayo (pp. 274-81, 288-97, 308-19). New York: John Wiley and Sons.

Blauner, Robert. 1964. Alienation and Freedom. Chicago: University of Chicago Press.

Braverman, Harry. 1975. Labor and Monopoly Capital. New York: Monthly Review Press.

Edwards, Richard. 1979. Contested Terrain. New York: Basic Books.

Jacoby, Sanford M. 2004. "The Way it Was: Factory Labor Before 1915". In

Employing Bureaucracy: Managers, Unions, and the Transformation of Work in the 20th Century, 10-29. Revised Edition. Mahwah, NJ: Lawrence Erlbaum Associates Publishers.

Tausky, Curt. 1992. "Work is Desirable/Loathsome: Marx Versus Freud." Work and Occupations 19(1): 3-17.

## *II. The Changing Organization of Work*

Appelbaum, Eileen, Thomas Bailey, Peter Berg, and Arne L. Kalleberg. 2000. Manufacturing Advantage. Ithaca, NY: Cornell University Press.

Barker, J. R. 1993. "Tightening the Iron Cage: Concertive Control in Self-Managing Teams." Administrative Science Quarterly 38: 408-437.

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

Barley, Stephen R. and Gideon Kunda. 2001. "Bringing Work Back in." Organization Science 12: 76-95.

Besser, Terry L. 1996. "Introduction" (pp. 1-26) and "Team Toyota" (pp. 49-117) in Team Toyota: Transplanting the Toyota Culture to the Camry Plant in Kentucky. Albany, NY: State University of New York Press.

Derber, Charles. 1982. "Professionals as New Workers." In Professionals as Workers: Mental Labor in Advanced Capitalism, 3-10. Boston: G. K. Hall and Co.

Finlay, William and James E. Coverdill. [2002] 2007. Headhunters: Matchmaking in the Labor Market. Ithaca, NY: Cornell University Press.

Hodson, Randy. 2001. Dignity at Work. New York: Cambridge University Press.

Kalleberg, A. L. 2000. "Nonstandard Employment Relations: Part-time, Temporary and Contract Work." Annual Review of Sociology 26: 341-365.

Kalleberg, Arne L., Barbara F. Reskin, and 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.

National Research Council. 1999. The Changing Nature of Work: Implications for Occupational Analysis. Washington, DC: National Academy Press.

- Powell, Walter. 1990. "Neither Market Nor Hierarchy." Research in Organizational Behavior 12: 295-336.
- Smith, Vicki. 1997. "New Forms of Work Organization." Annual Review of Sociology 23: 315-339.
- Rogers, Jackie Krasas. 2000. Temps: The Many Faces of the Changing Workplace. Ithaca, NY: Cornell University Press.

### *III. Work Structures*

- Baron, James and William Bielby. 1980. "Bringing the Firms Back In: Stratification, Segmentation, and the Organization of Work." American Sociological Review 45: 737-765.
- Baron, James, Alison Davis-Blake, and William T. Bielby. 1986. "The Structure of Opportunity" Administrative Science Quarterly 31:248-273.
- Burawoy, Michael. 1979. Manufacturing Consent. Chicago: University of Chicago Press.
- Chinoy, Ely. 1992. "On the Line." In Automobile Workers and the American Dream, 135-152. Second Edition. Urbana, IL: University of Illinois Press.
- Cornfield, Daniel. 1991. "The U.S. Labor Movement." American Sociological Review 17:27-49.
- Erikson, Kai. 1990. "On Work and Alienation." In Kai Erikson and Steven Peter Vallas (eds.), The Nature of Work: Sociological Perspectives, 19-35. New Haven: Yale University Press.
- Freeman, R. and J. Medoff. 1984. What Do Unions Do? New York: Basic.
- Granovetter, Mark. 1995 (2<sup>nd</sup> edition). Getting a Job. Chicago: University of Chicago Press.
- Kalleberg, Arne and Ivar Berg. 1987. Work and Industry. New York: Plenum. (Read pp. 1-41.)
- Kohn, Melvin and Carmi Schooler. 1983. Work and Personality: An Inquiry into the Impact of Social Stratification. Norwood, NJ: Ablex.
- Rinehart, James, Christopher Huxley, and David Robertson. 1997. "Team Concept and

Working in Teams,” “The Kaizen Agenda,” “Kaizen: Shop Floor Responses and Outcomes.” In *Just Another Car Factory? Lean Production and its Discontents*, 85-107, 124-136, 137-156. Ithaca: ILR Press.

#### *IV. Emotional Labor*

Hochschild, Arlie Russell. 1983. The Managed Heart. Berkeley: University of California Press.

Leidner, Robin. 1993. Fast Food, Fast Talk. Berkeley: University of California Press.

Pierce, Jennifer. 1995. Gender Trials. Berkeley: University of California Press.

Steinberg, Ronnie J., and Deborah M. Figart. 1999. "Emotional Labor Since The Managed Heart." The Annals of the American Academy of Political and Social Science 561:8-26.

#### *V. Gender, Race and Work*

Bielby, William T. 2000. "Minimizing Workplace Gender and Racial Bias." Contemporary Sociology 29(1):120-129.

Britton, Dana M. 1997. "Gendered Organizational Logic: Policy and Practice in Men's and Women's Prisons." Gender & Society 11(6):796-818.

Charles, Maria, and David B. Grusky. 2004. Occupational Ghettos: The Worldwide Segregation of Women and Men. Palo Alto: Stanford University Press.

Newman, Katherine S. 1999. No Shame in My Game: The Working Poor in the Inner City. New York: Alfred A. Knopf and The Russell Sage Foundation.

Reskin, B. and P. Roos 1990. Gender Queues, Job Queues. Philadelphia: Temple University Press.

Yodanis, Carrie L. 2000. "Constructing Gender and Occupational Segregation: A Study of Women and Work in Fishing Communities." Qualitative Sociology 23(3):267-290.

Waldinger, Roger, and Michael I. Lichter. 2003. How the Other Half Works: Immigration and the Social Organization of Labor. Berkeley: University of California Press.

Williams, Christine. 1992. "The Glass Escalator: Hidden Advantages for Men in the 'Female' Professions." Social Problems 39(3): 253-67.

## *VI. Work and Family*

Epstein, Cynthia Fuchs, Carroll Seron, Bonnie Oglensky, and Robert Saute. 1999. The Part-time Paradox: Time Norms, Professional Life, Family, and Gender. New York: Routledge.

Blair-Loy, Mary. 2003. Competing Devotions: Career and Family Among Women Executives. Cambridge, MA: Harvard University Press.

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Hochschild, Arlie, with Anne Machung. 1989. The Second Shift: Working Parents and the Revolution at Home. New York: Viking.

Hochschild, Arlie. 1996. "The Emotional Geography of Work and Family Life." In Lydia Morris and E. Stina Lyon (eds.), Gender Relations in Public and Private: New Research Perspectives, 13-32. New York: St. Martin's Press.

Reynolds, Jeremy. 2005. "In the Face of Conflict: Work-Life Conflict and Desired Work Hour Adjustments." Journal of Marriage and Family 67(5):1313-1331.

## **OCCUPATIONS:**

### *I. Classic Statements*

Durkheim, Emile. [1893] 1984. The Division of Labor in Society. New York: Free Press.

Hughes, Everett C. 1958. Men and Their Work. Glencoe: Free Press.

Parsons, Talcott. 1954. "The Professions and Social Structure." In Essays in Sociological Theory, 34-49. New York: Free Press. Article originally published in 1939.

### *II. Professions and Professionalization*

Abbott, Andrew. 1988. The System of Professions: An Essay on the Division of Expert Labor. Chicago: University of Chicago Press.

Ben-David, Joseph. 1963. "Professions in the Class System of Present-Day Societies."

- Current Sociology 12:247-330.
- Bosk, Charles. [1979] 2003. Forgive and Remember: Managing Medical Failure. Chicago: University of Chicago Press.
- Freidson, Eliot. 2001. Professionalism: The Third Logic. Chicago: University of Chicago Press.
- Freidson, Eliot. 1984. "The Changing Nature of Professional Control." Annual Review of Sociology 10: 1-20.
- Freidson, Eliot. 1970. Profession of Medicine: A Study of the Sociology of Applied Knowledge. Chicago: University of Chicago Press.
- Greenwood, Ernest. 1957. "Attributes of a Profession." Social Work 2(3): 44-55.
- Haas, Jack, and William Shaffir. 1987. "Becoming Professional: Learning and Adopting a Cloak of Competence." In Becoming Doctors: The Adoption of a Cloak of Competence, 53083. Greenwich, CT: JAI Press Inc.
- Heinz, John P., Robert L. Nelson, Rebecca Sandefur, and Edward Laumann. 2005. Urban Lawyers: The New Social Structure of the Bar. Chicago: University of Chicago Press.
- Johnson, Terence. 1972. Professions and Power. London: Macmillan.
- Larson, Magali Sarfatti. 1978. The Rise of Professionalism. Berkeley: University of California Press.
- Ritzer, George, and David Walczak. 1988. "Rationalization and the Deprofessionalization of Physicians." Social Forces 67: 1-22.
- Wilensky, Harold. 1964. "The Professionalization of Everyone?" American Journal of Sociology 70:137-158.

### *III. Occupational Culture/Meaning of Work*

- Ashforth, Blake E. and Glen E. Kreiner. 1999. "How Can You Do It? Dirty Work and the Challenge of Constructing a Positive Identity." Academy of Management Review 24(3):413-434.
- Jackall, Robert. 1988. Moral Mazes. Oxford: Oxford University Press.
- Kanter, Rosabeth Moss. 1977. Men and Women of the Corporation. New York: Basic Books.

- Kunda, Gideon. 2006. Engineering Culture: Control and Commitment in a High-Tech Corporation. Revised Edition. Philadelphia: Temple University Press.
- Light, Donald. 1980. Becoming Psychiatrists. New York: Norton.
- Lortie, Dan C. [1975] 2002. Schoolteacher: A Sociological Study. Chicago: University of Chicago Press.
- Mortimer, Jeylan T., and Jon Lorence. 1995. "Social Psychology of Work." In Karen S. Cook, Gary Alan Fine, and James S. House (eds.), Sociological Perspectives on Social Psychology, 497-523. Boston, MA: Allyn and Bacon.
- Mills, C. Wright. 1951. "Work." In White Collar. Oxford: Oxford University Press.
- Trice, Harrison M. 1993. Occupational Subcultures in the Workplace. Ithaca, NY: ILR Press.
- Yoder, J.D. 1991. "Rethinking Tokenism: Looking Beyond Numbers." Gender and Society 5(2):178-192

#### *IV. Careers*

- Barley, Stephen R. 1989. "Careers, Identities, and Institutions: The Legacy of the Chicago School of Sociology." In Michael B. Arthur, Douglas T. Hall, and Barbara S. Lawrence (eds.). Handbook of Career Theory, 41-65. Cambridge: Cambridge University Press.
- Faulkner, Robert. 1973. "Coming of Age in Organizations: A Comparative Study of Career Contingencies and Adult Socialization." Sociology of Work and Occupations 1:131-173.
- Hermanowicz, Joseph C. 1998. The Stars Are Not Enough: Scientists—Their Passions and Professions. Chicago: University of Chicago Press.
- Thomas, Robert J. 1989. "Blue-collar Careers: Meaning and Choice in a World of Constraints." In Michael B. Arthur, Douglas T. Hall, and Barbara S. Lawrence (eds.). Handbook of Career Theory, 354-379. Cambridge: Cambridge University Press.
- Trice, Harrison M. and David A. Morand. 1989. "Rites of Passage in Work Careers." In Michael B. Arthur, Douglas T. Hall, and Barbara S. Lawrence (eds.). Handbook of Career Theory, 397-416. Cambridge: Cambridge University Press.
- Van Maanen, John. 1977. "Experiencing Organization: Notes on the Meaning of

Careers and Socialization.” In John Van Maanen (ed.), Organizational Careers: Some New Perspectives, 15-45. New York: John Wiley.