

# Sociology of Work and Industry (SOCI 6800)

## Fall Semester 2006



**Instructor: Jim Coverdill / Office: Baldwin 214-B / Phone: 542-3169**  
**E-mail: jimcov@uga.edu / Office Hours: Tuesday & Thursday, 2-3pm (and by appointment)**  
**Class Room: Baldwin G1 / Schedule: Wednesday, 9:05 - 12:05 (periods 2 -4)**

### Course Objectives

The goal of this course is to familiarize students with a range of substantive issues and theories in the sociological study of work and occupations. Topics covered include the meaning of work, work alienation and satisfaction, adolescent work, occupational choice, social aspects of finding jobs, manufacturing work, service work, the professions, and non-standard forms of work.

### Administrative Matters

**Readings.** The logistics of gaining access to the readings noted below will be described during our first meeting. It is important to realize that readings should be completed *prior* to the session in which they will be discussed.

**Evaluations and Grades.** Grades will be based on a point system. There will be two take-home essay exams worth 70 points each. Participation will count for 60 points. The class as a whole thus has 200 possible points. Grades will be based on the newly-enacted "plus/minus" grading standard: 186-200 points = A; 180-185 points = A-; 174-179 points = B+; 166-173 = B; 160-165 = B-; 154-159 = C+; 146-153 = C; 140-145 = C-; 120-139 = D; and fewer than 120 points = F. Each exam will require students to answer two questions which are similar in format to those found on Ph.D. comprehensive exams; each essay response will be a maximum of 10 pages in length. With respect to participation, what I am looking for is regular attendance (you can't participate if you don't attend) and a determined effort to contribute in a meaningful way during our discussions. At the end of each session, I will provide an overview of the readings for the following session and a framework for the discussion we will have of those readings. Careful reading, thoughtful reflection, and a willingness to participate in the discussion of the readings are sought from all who are enrolled in the class. I do not presume a pre-existing familiarity with the topics and materials that we will explore in this course. I will provide two separate evaluations of participation; the evaluations will coincide with the timing of the two take-home exams. Each will represent 30 of the 60 points for participation.

**Withdrawals.** Students who withdraw from the class on or before the midpoint of the semester (October 9) will be assigned a grade of "W". While grades of "W" do not influence the GPA, they can be consequential for financial aid, assistantships, and veteran's benefits (to name just a few). After the midpoint, I lose the authority to grant a W.

**Classroom Etiquette.** We will read about and discuss a number of topics that you might find controversial. In our discussions, you will be expected to be respectful towards your classmates, despite any disagreement you may have with a classmate's ideas. In this way, we will work to foster an environment in which each student feels comfortable presenting his or her thoughts, as well as critiquing or questioning the arguments presented by others. You are free to disagree with and question my views; trust that your grade and my opinion of you do not depend upon a sheepish admiration of my every word. I encourage you to use evidence and logic to present your own arguments and in critiquing the arguments of others. In following these ground rules, I expect our discussions to be lively, interesting, and intellectually challenging. Trust that I want you to have a good experience in this class. If there is something on your mind that you would like me to address, then please let me know about it in person, through e-mail, or even through the old-fashioned method of writing a note. Remember that I can only respond to the information and feedback that you provide; I'm not a mind reader.

+++++++ **Course Schedule** +++++++

**August 16. Welcome and an Overview of the Course. Readings: None.**

**August 23. Orienting Assumptions and the Meaning of Work**

Mills, C. Wright. 1951. "Work," pp. 215-38 in his *White Collar*. Oxford: Oxford University Press.

Eisenberger, Robert. 1989. "Americans Used to Try Harder." Pp. 1-28 in his *Blue Monday: The Loss of the Work Ethic in America*. New York: Paragon House.

O'Brien, Gordon E. 1992. "Changing Meanings of Work." Pp. 44-66 in Jean F. Hartley and Geoffrey M. Stephenson (eds.) *Employment Relations: The Psychology of Influence and Control at Work*. Cambridge: Blackwell.

Rubin, Lillian B. 1994. "When You Get Laid Off, It's Like You Lose a Part of Yourself." Pp. 103-24 in her *Families on the Fault Line: America's Working Class Speaks About the Family, the Economy, Race, and Ethnicity*. New York: HarperPerennial.

Newman, Katherine S. 1999. "No Shame in (This) Game." Pp. 86-121 in her *No Shame in My Game: The Working Poor in the Inner City*. New York: Alfred A. Knopf and The Russell Sage Foundation.

Blair-Loy, Mary. 2003. "The Devotion to Work Schema." Pp. 19-49 in her *Competing Devotions: Career and Family Among Women Executives*. Cambridge, MA: Harvard University Press.

**August 30. Subjective Responses: Alienation, Satisfaction, and Dignity at Work**

Blauner, Robert. 1964. "Alienation and Modern Industry." Pp. 15-34 in his *Alienation and Freedom: The Factory Worker and His Industry*. Chicago: University of Chicago Press.

Erikson, Kai. 1990. "On Work and Alienation." Pp. 19-35 in Kai Erikson and Steven Peter Vallas (eds.) *The Nature of Work: Sociological Perspectives*. New Haven, CT: American Sociological Association Presidential Series and Yale University Press.

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

Mortimer, Jeylan T., and Jon Lorence. 1995. "Social Psychology of Work." Pp. 497-523 in Karen S. Cook, Gary Alan Fine, and James S. House (eds.) *Sociological Perspectives on Social Psychology*. Boston, MA: Allyn and Bacon.

Hodson, Randy. 2001. "Four Faces of Working with Dignity" (pp. 3-21), "Toward a Theory of Dignity" (pp. 22-49), and "Worker Dignity and Well-Being" (pp. 237-58) from his *Dignity at Work*. New York: Cambridge University Press.

**September 6. Child and Adolescent Work: Forms, Frequency, and Consequences**

de Suremain, Charles-Edouard. 2000. "Coffee Beans and the Seeds of Labour: Child Labour on Guatemalan Plantations." Pp. 231-38 in Bernard Schlemmer (editor) *The Exploited Child*. Translated by Philip Dresner. New York: Zed Books.

Greenberger, Ellen, and Laurence Steinberg. 1986. "Working and Adolescent Development: The Research Evidence". Pp. 90-155 in their *When Teenagers Work: The Psychological and Social Costs of Adolescent Employment*. New York: Basic Books.

Mortimer, Jeylan T. 2003. "Should Adolescents Work?" (pp. 1-28), "The Ecology of Youthwork" (pp. 81-110), and "The Transition to Adulthood" (pp. 182-205) in her *Working and Growing Up in America*. Cambridge, MA: Harvard University Press.

### **September 13. Occupational Choice, Ascription, or Circumstance?**

Lortie, Dan C. 2002. "Recruitment and Reaffirmation." Pp. 25-54 in his book *School-Teacher: A Sociological Study*. Second Edition. Chicago: University of Chicago Press.

Biggart, Nicole Woolsey. 1989. "The Changing Conditions of Work and the Growth of DSOs." Pp. 48-69 in her book *Charismatic Capitalism*. Chicago: University of Chicago 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.

Reskin, Barbara and Patricia A. Roos. 1990. "Queueing and Changing Occupational Composition" (pp. 29-68) and "Consequences of Desegregation: Occupational Integration and Economic Equity?" in their *Job Queues, Gender Queues: Explaining Women's Inroads into Male Occupations*. Philadelphia: Temple University Press.

Molstad, Clark. 1986. "Choosing and Coping with Boring Work." *Urban Life* 15(2): 215-36.

### **September 20. Finding and Securing Work: Search and Selection Practices**

Waldinger, Roger, and Michael I. Lichter. 2003. "Bringing the Boss Back In." Pp. 121-38 in their book *How the Other Half Works: Immigration and the Social Organization of Labor*. Berkeley: University of California Press.

Newman, Katherine S. 1999. "Getting a Job in the Inner City (pp. 62-85) and "Who's In, Who's Out?" (pp. 230-67) in her *No Shame in My Game: The Working Poor in the Inner City*. New York: Alfred A. Knopf and The Russell Sage Foundation.

Finlay, William, and James E. Coverdill. 2002. "Finding the Right Person for the Job" and "Fitting the Right Person to the Job." Pp. 112-64 in their *Headhunters: Matchmaking in the Labor Market*. Ithaca: Cornell University Press.

Fountain, Christine. 2005. "Finding a Job in the Internet Age." *Social Forces* 83(3): 1235-62.

### **September 27. Workplace Bias, Discrimination, and Sexual Harassment**

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

Waldinger, Roger, and Michael I. Lichter. 2003. "Whom Employers Want" and "Us and Them," pp. 141-54 and 155-80 in their book *How the Other Half Works: Immigration and the Social Organization of Labor*. Berkeley: University of California Press.

Kanter, Rosabeth Moss. 1993. "Contributions to Theory: Structural Determinants of Behavior in Organizations." Pp. 245-64 in her *Men and Women of the Corporation*. New York: Basic Books.

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

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

Giuffre, Patti A., and Christine L. Williams. 1994. "Boundary Lines: Labeling Sexual Harassment in Restaurants." *Gender & Society* 8:378-401.

Rogers, Jackie Krasas, and Kevin D. Henson. 1997. "'Hey, Why Don't You Wear a Shorter Skirt?' Structural Vulnerability and the Organization of Sexual Harassment in Temporary Clerical Employment." *Gender & Society* 11:215-237.

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**Take-home Exam #1. Distributed on 9/27; due by noon on Wednesday, 10/4. No Class on October 4.**

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### **October 11. Taylorism, Human Relations, and Early Assembly Lines**

Jacoby, Sanford M. 2004. "The Way it Was: Factory Labor Before 1915". Pp. 10 - 29 in his *Employing Bureaucracy: Managers, Unions, and the Transformation of Work in the 20<sup>th</sup> Century*. Revised Edition. Mahwah, NJ: Lawrence Erlbaum Associates Publishers.

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.

Braverman, Harry. 1974. "Scientific Management" (pp. 85-123) and "The Primary Effects of Scientific Management" (pp. 124-138) in his *Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century*. New York: Monthly Review Press.

Perrow, Charles. 1986. "The Human Relations Model: Hawthorne and All That." Pp. 79-85 in his *Complex Organizations: A Critical Essay*. Third Edition. New York: Random House.

Chinoy, Ely. 1992. "On the Line." Pp. 135-52 in his *Automobile Workers and the American Dream*. Second Edition. Urbana, IL: University of Illinois Press.

### **October 18. Control and Consent in the Workplace: Classic Statements**

Edwards, Richard. 1979. "Three Faces from the Hidden Abode" (pp. 3-22), "Technical Control: An All-Around Adjustor and Equalizer" (pp. 111-29), and "Bureaucratic Control: Policy No. 1.1" (pp. 130-62) in his *Contested Terrain: The Transformation of the Workplace in the Twentieth Century*. New York: Basic Books.

Burawoy, Michael. 1979. "Thirty years of Making Out" (pp. 46-73), "The Labor Process as a Game" (pp. 77-94), and "The Rise of an Internal Labor Market" (pp. 95-108) in his *Manufacturing Consent: Changes in the Labor Process Under Monopoly Capitalism*. Chicago: University of Chicago Press.

### **October 25. Contemporary Manufacturing: Engineering Culture and Social Structure**

Smith, Vicki. 1997. "New Forms of Work Organization." *Annual Review of Sociology* 23: 315-39. NOTE: for this session, please read pp. 315-26 (up to the section "noninvolved workers . . .").

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

Rinehart, James, Christopher Huxley, and David Robertson. 1997. "Team Concept and Working in Teams," "The Kaizen Agenda," and "Kaizen: Shop Floor Responses and Outcomes." pp. 85-107, 124-36, and pp. 137-56 in their book *Just Another Car Factory? Lean Production and its Discontents*. Ithaca: ILR Press.

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

### **November 1. More on Worker Control and Commitment**

Kunda, Gideon. 1992. *Engineering Culture: Control and Commitment in a High-Tech Corporation*. Philadelphia: Temple University Press.

### **November 8. Service Work: Emotional Labor and Routinization**

Hochschild, Arlie Russell. 1983. "Exploring the Managed Heart" (pp. 3-23), "Feeling Management: From Private to Commercial Uses" (pp. 89-136), and "The Search for Authenticity" (pp. 185-98) in her *The Managed Heart: Commercialization of Human Feeling*. Berkeley: University of California Press.

Pierce, Jennifer L. 1995. "Rambo Litigators: Emotional Labor in a Male-Dominated Job," pp. 50-82 in her *Gender Trials: Emotional Lives in Contemporary Law Firms*. Berkeley: University of California Press.

Steinberg, Ronnie, 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.

Leidner, Robin. 1993. "Working on People" (pp. 1-14) and "Orchestrating Optimism: Combined Insurance" (pp. 86-124) in her *Fast Food, Fast Talk: Service Work and the Routinization of Everyday Life*. Berkeley: University of California Press.

### **November 15. Challenges to the Professions and the Work of Physicians**

Ritzer, George, and David Walczak. 1988. "Rationalization and the Deprofessionalization of Physicians." *Social Forces* 67: 1-22.

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

Freidson, Eliot. 1984. "The Changing Nature of Professional Control." *Annual Review of Sociology* 10: 1-20.

Haas, Jack, and William Shaffir. 1987. "Becoming Professional: Learning and Adopting a Cloak of Competence." Pp. 53-83 in their book *Becoming Doctors: The Adoption of a Cloak of Competence*. Greenwich, CT: JAI Press Inc.

Cassell, Joan. 1991. "The Temperament of Surgeons" (pp. 33-59) and "It's No Fun Anymore" (pp. 182-209) in her book *Expected Miracles: Surgeons at Work*. Philadelphia: Temple University Press.

Zetka, James R., Jr. 2003. "Skill Disruption in the Surgical Craft." Pp. 7-29 in his book *Surgeons and the Scope*. Ithaca, NY: Cornell University Press.

### **November 22: No Class (Thanksgiving Holiday)**

### **November 29. Non-Standard Employment: Temporary and Contract Work**

Smith, Vicki. 1997. "New Forms of Work Organization." *Annual Review of Sociology* 23: 315-39. NOTE: for this session, please read from page 326 to the end and refresh your recollection of the beginning of the piece (read for our 10/18 session).

Henson, Kevin D. 1996. "Getting Work" (pp. 48-84) and "Just a Temp" (pp. 144-72) in his *Just a Temp*. Philadelphia, PA: Temple University Press.

Rogers, Jackie Krasas. 2000. "Lawyers for Rent." Pp. 127-50 in her *Temps: The Many Faces of the Changing Workplace*. Ithaca, NY: Cornell University Press.

Barley, Stephen R., and Gideon Kunda. 2004. "Unlikely Rebels" (pp. 1-32), "Clients" (pp. 37-52), and "Contractors" (pp. 53-72) in their *Gurus, Hired Guns, and Warm Bodies: Itinerant Experts in a Knowledge Economy*. Princeton, NJ: Princeton University Press.

### **December 6. Non-Standard Employment: Gender, Work Devotion, and Part-Time Professional Work**

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. "Reinventing Schemas: Creating Part-Time Careers" (pp. 91-114) in her book *Competing Devotions: Career and Family Among Women Executives*. Cambridge, MA: Harvard University Press.

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**Take-home Essay Exam #2. Distributed on December 6; due by noon on Wednesday, December 13.**

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#### **Human Rights Statement**

All students should know that the Department of Sociology has a Human Rights Committee for the resolution of student grievances. Any student registered for a sociology course at the University of Georgia who feels that he or she has not been treated in a fair or professional manner by an instructor is advised to follow these procedures: (1) The student should discuss his or her problems with the instructor of the course, unless extenuating circumstances prohibit this. (2) If that discussion does not resolve the grievance, the student should then discuss the problem with the Head of the Department of Sociology. (3) If that discussion does not resolve the grievance to the satisfaction of the student, the student may request the activation of the Human Rights Committee by submitting a letter to the Chairman of the Human Rights Committee, Department of Sociology, University of Georgia.

The Human Rights Committee will have the responsibility of investigating all charges in accordance with procedures on file in the Sociology office, copies of which are available to students. The Committee will also have the responsibility of making recommendations in writing to the Head, copies of which will be made available to the student complainant and the instructor involved. The Department Head will review the recommendations and make a decision in writing, with copies to the students complainant and the instructor or staff member involved. Any appeal of that decision must be to the Dean of the college of Arts and Sciences.