

Sociology of Work

Season, Year

Day, Time

Classroom

Dr. Lefeng Lin

Email

Office:

Office hours: Day Time, or by appointment

Course Description

Work is one of the most fundamental human activities. In modern capitalist society it is not only the means by which we secure livelihood but is also fundamental to our very sense of self. In this class, we will explore how work is organized and structured (Part I Division of Labor), how work and social inequality are related (Part II Intersectionality at Work), and how work has changed and will continue to change in the coming decades (Part II Globalization, Technology, and the Future of Work).

Learning Objectives

- Students will know and understand the organization of work, inequality at work, and the forces that make it change.
- Students will design and carry out a small interview research project.
- Students will apply the concepts, theories, and knowledge to explain and analyze the occupations, careers, and work experience of an interviewee.

Required Readings

The assigned readings

- Readings will be posted on (Canvas). Hard copies of the articles in the reader will be available on reserve in the (Library). I expect you to bring the assigned readings or your notes with you to lecture in order to facilitate discussion.

Course Requirements:

Attendance and Participation (15%)

- Regular participation is a crucial component of a seminar class. This means that you come to class on time having completed the reading and prepared to engage in discussion. You have three unexcused absences. Except in the case of serious illness, absences of any kind beyond this will seriously impact your final grade.

Interview Paper (35%)

- Each student will be expected to write an analysis of a worker interviewed at length—ideally in person, but over the phone if necessary. The presenter’s interviewee must be currently working and must have worked, with or without pay, for the majority of their adult life (interviewees are recommended to be over 35). Interviews must be at least one hour and should ideally be tape recorded and partially or totally transcribed to facilitate your analysis. The papers will analyze the occupations, careers, and work experience of the interviewee based on concepts explored in the first half of the class. The assignment instruction will be provided in the class. Final paper is submitted via (Canvas).

Mid-Term Exam (20%)

- The mid-term exam may include multiple choice, short answer, or short essay questions. It will include questions about the readings and material from the first half of the semester.

Final Exam (20%)

- The final exam will be composed of short answer and short essay questions. The exam will be held during class time as scheduled OR during the final exam period. This will be confirmed in the week 12 at the latest.

Honors Credit:

In order to receive honors credit, you must produce a 10-15 page research project examining an issue falling within the broad purview of the course. These projects can examine (1) the organization of a particular occupation in a country, (2) changes in a particular aspect of the legal or technical organization of work in a country, or (3) the interaction of a particular work institution and some other social institution (e.g., secondary education, family, trade union, labor law, criminal law, etc.). These papers are intended to link the course more tightly with the research interests. Students must approve the topics of their papers with the instructor by (Date). Completed papers are due at the final week.

Accommodations: Please send the instructor an email by the end of the second week of the course if you are eligible for special arrangements or accommodations for testing, assignments, or other aspects of the course. This may be the case if English is your second language, you have a travel schedule from student athletics, or you experience a physical or psychological condition that makes it difficult for you to complete assignments without some modification of those tasks. Accommodations are provided for students who qualify for disability services through the (a university institution). Their website has detailed instructions about how to qualify: <http://www/> Provide a copy of your accommodations request to the instructor.

If you wish to request a scheduling accommodation for religious observances, send an email by the end of the second week of the course stating the specific date(s) for which you request accommodation; campus policy requires that religious observances be accommodated if you make a timely request early in the term. See the university’s web page for details: <http://www/>

Academic Integrity: As with all courses at the (university), you are expected to follow the University’s rules and regulations pertaining to academic honesty and integrity. The standards are outlined by (Office of) at (Website). According to (rule number), academic misconduct is defined as:

For a complete description of behaviors that violate the University’s standards as well as the disciplinary penalties and procedures, please see (website). If you have questions about the rules for any of the assignments, please ask the instructor.

Notice of grievance and appeal rights (if there is one)

Deadlines

Note: Writing project dues must be submitted **before 12 a.m.** to receive full credit.

Deadline	Assignment
Week 5	Receive Writing Assignment
Week 7	Interview Topic and Questions
Week 8	Midterm Exam
Week 10	Interview Transcript Due
Week 13	Interview Paper Due
Week 15	Final Exam

Schedule of Class

Part I Division of Labor

Week 1 Introduction and A Brief History of Work

Thompson, Edward P. 1967. “Time, Work Discipline, and Industrial Capitalism.” *Past & Present*, 38: 56-97.

Schor, Juliet. 2008. “Introduction” in *The Overworked American: The Unexpected Decline of Leisure*. Basic Books.

Week 2 Occupations Communities: Identity, Socialization, and Experience

Hughes, Everett C. 1958. "Chapter 3: Work and the Self" in *Men and Their Work*. Free Press.

Van Maanen, John and Stephen Barley. 1984. *Occupational Communities: Culture and Control in Organizations*. No. TR-ONR-10. Alfred P Sloan School of Management, Cambridge, MA.

Week 3 Industrial Work: Alienation and Satisfaction

Marx, Karl 1844. "Alienated Labor" from Economic and Philosophical Manuscripts of 1844.

Burawoy, Michael. 1979. "Chapter 4: Thirty Years of Making Out" in *Manufacturing Consent: Changes in the Labor Process under Monopoly Capitalism*. University of Chicago Press.

Lee, Ching Kwan. 1998. "Chapter 6: Localistic Despotism" in *Gender and the South China miracle: Two Worlds of Factory Women*. University of California Press.

Week 4 Industrial Work: The Division of Labor and the transformation of skills

Taylor, Frederick 1911. Excerpts from Scientific Management.

Weber, Max. 2009. "Chapter 8: Bureaucracy" in *From Max Weber: Essays in Sociology*, edited by H.H. Gerth and C. Wright Mills. Routledge.

Braverman, Harry. 1974. "Chapter 5: The Primary Effects of Scientific Management" in *Labor and Monopoly Capital: The Degradation of Work in the 20th Century*. NYU Press.

Week 5 Service Work

Hochschild, Arlie 1983. "Gender, Status and Feeling" in *The Managed Heart*

Kang, Miliann. 2003. "The Managed Hand: The Commercialization of Bodies and Emotion in Korean Immigrant-Owned Nail Salons." *Gender & Society*, 17: 820-39.

Mears, Ashely. 2015. "Working for Free in the VIP: Relational Work and the Production of Consent." *American Sociological Review*, 80(6): 1099–22.

Distribute Writing Assignment in Class

Week 6 Professional Work

Abbott, Andrew 1988. "Chapter 2: Professional Work" in *The System of Professions: An Essay on the Division of Expert Labor*. University of Chicago Press.

Becker, Howard. 1978. "Arts and Crafts." *American Journal of Sociology*, 83(4): 862-89.

Liu, Sida. 2013. "The Legal Profession as a Social Process: A Theory on Lawyers and Globalization." *Law & Social Inquiry*, 38: 670-93.

Week 7 Managerial Work

Jackall, Robert. 2010[1988]. "Chapter 2: The Social Structure of Managerial Work" in *Moral Mazes: The World of Corporate Managers*. Oxford University Press.

Mintzberg, Henry 1973. *The Nature of Managerial Work*.

Zuboff, Shoshana. 1988. "Chapter 7: The Dominion of the Smart Machine" in *In The Age of The Smart Machine: The Future of Work and Power*. Basic Books New York.

Interview Topic and Questions Due

Midterm Exam (TBA)

Part II Intersectionality at Work

Week 8 Gender at Work

Ray, Raka. 2000. "Masculinity, Femininity and Servitude: Domestic Workers in Calcutta in the Late Twentieth Century." *Feminist Studies*, 26(3): 691-718.

Sanders, Teela, Maggie O'Neill, and Jane Pitcher. 2012. "The Sociology of Sex Work." In *Prostitution: Sex Work, Policy, and Politics*. Sage Publications.

Tilcsik, Andras, Michel Anteby, and Carly R. Knight. 2015. "Concealable Stigma and Occupational Segregation: Toward a Theory of Gay and Lesbian Occupations." *Administrative Science Quarterly*, 60: 446-81.

Week 9 Race and Ethnicity at Work

Glenn, Evelyn Nakano. 1992. "From Servitude to Service Work: Historical Continuities in the Racial Division of Paid Reproductive Labor." *Signs: Journal of Women in Culture and Society*, 18(1): 1-43.

Duffy, Mignon. 2007. "Doing the Dirty Work Gender, Race, and Reproductive Labor in Historical Perspective." *Gender and Society*, 21(3): 313-36.

Lamont, Michel 2000. "Chapter 2: Euphemized Racism" and "Chapter 5: Racism Compared" in *The Dignity of Working Men: Morality and the Boundaries of Race, Class, and Immigration*. The Russell Sage Foundation.

Fox, Suzy, and Lamont E. Stallworth. 2005. "Racial/Ethnic Bullying: Exploring Links between Bullying and Racism in the US Workplace." *Journal of Vocational Behavior*, 66(3): 438-56.

Week 10 Immigration at Work

Burawoy, Michael. 1976. "The Functions and Reproduction of Migrant Labor: Comparative Material from Southern Africa and the United States." *American journal of Sociology*, 81(5): 1050-87.

Man, Guida. 2004. "Gender, Work and Migration: Deskillling Chinese Immigrant Women in Canada." *Women's Studies International Forum*, 27(2):135-148.

Parreñas, Rhacel Salazar. 2015[2001]. "Chapter 1: The Global Migration of Pilipino Domestic Workers." In *Servants of Globalization: Women, Migration, and Domestic Work*. Stanford University Press.

Purser, Gretchen. 2007. "The Dignity of Job-Seeking Men: Boundary Work among Immigrant Day Laborers." *Journal of Contemporary Ethnography*, 38(1): 1-23.

Interview Transcript Due

Part III Globalization, Technology, and the Future of Work

Week 11 Globalization and Work

McKay, Steven. 2006. "Chapter 4: Strategic Localization and Manufacturing Commitment" in *Satanic Mills or Silicon Islands: The politics of High-Tech Production in the Philippines*. Cornell University Press.

Pan, Ngai. 2005. "Chapter 2: Marching from the Village: Women's Struggles between Work and Family" in *Made in China: Women Factory Workers in a Global Workplace*. Duke University Press.

Week 12 Precarious Work

Arne L. Kalleberg. 2011. *Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s-2000s*. New York: Russell Sage Foundation.

Guy, Standing. 2011. *The Precariat: The New Dangerous Class*. London: Bloomsbury Academic.

Munck, Ronaldo. 2013. "The Precariat: A View from the South." *Third World Quarterly* 34(5):747-62.

Week 13 Digital Labor

Fuchs, Christian. 2014. "Chapter 9: The Silicon Valley of Dreams and Nightmares of Exploitation: The Google Labour Aristocracy and Its Context" in *Digital Labour and Karl Marx*. Routledge.

Wood, Alex, Mark Graham, Vili Lehdonvirta, and Isis Hjorth. 2018. "Good Gig, Bad Gig: Autonomy and Algorithmic Control in the Global Gig Economy." *Work, Employment and Society*. (Online First) <https://doi.org/10.1177/0950017018785616>

Schwartz, D. 2018. "Embedded in the Crowd: Creative Freelancers, Crowdsourced Work, and Occupational Community." *Work and Occupations*, 45(3): 247–82.

Interview Paper Due

Week 14 The Future of Work

Susskind, Richard E., and Daniel Susskind. 2015. "Chapter 3: Patterns Across the Professions" in *The Future of the Professions: How Technology will Transform the Work of Human Experts*. Oxford University Press.

Shestakofsky, Benjamin. 2017. "Working Algorithms: Software Automation and the Future of Work." *Work and Occupations*, 44(4): 376–423.

Kochan, Thomas A., and Lee Dyer. 2017. "Chapter 6: How Labor Can Contribute to a New Social Contract" in *Shaping the Future of Work: A Handbook for Action and a New Social Contract*. MIT Press.

Week 15 Final Exam