

## COURSE INFORMATION

### NAME OF THE SUBJECT:

**Sociology of work and organizations**

Code number: 515109205

Degree in Labour Relations and Human Resources

Academic Year: **2016-2017**

Foundational/Elective/Compulsory course. 2<sup>nd</sup> year

First semester: 4 hours a week

6 credits

### TEACHING STAFF

Prof.: María Ángeles Escrivá Chordá

Department of Sociology and Social Work

Office: Faculty of Labour Studies, office 437

Phone: +34 959 219572

E-mail: [angeles.escriva@dstso.uhu.es](mailto:angeles.escriva@dstso.uhu.es)

Office hours:

First Semester: Wednesday (10.00-14.00h.) and Wednesday (15.00-17.00h.)

### PROGRAMME/SYLLABUS

#### 1. DESCRIPTION

Theories and concepts in the sociology of work and organizations.

The social organization of work. From employment as a social norm to flexible employment.

The labour market: companies, states and other social actors. Access to employment.

Labour participation of different social groups. Work conditions. Control, conflict and negotiation.

#### 2. PREREQUISITES

#### 3. OBJECTIVES/LEARNING OUTCOMES

- Capacity to understand the factors that structure social inequalities in the world of labour.
- Capacity to select and manage labour information and reports.
- Capacity to communicate by speaking and writing using the appropriate terms and techniques.
- Capacity to make analyses and diagnosis that may be of good use to policy making.

Therefore, the course covers two objectives, a theoretical and a practical.

#### 4. TEACHING METHODOLOGY

Sessions will be conducted by the teacher, who will introduce and expose the main aspects of every theme. A selection of readings will be made available to students that are expected to read the texts in advanced. Depending on the number of students, the teacher may ask them to prepare and present specific parts of the programme. It is necessary in

order to follow the classes that students bring the texts, with paper and pen (or lap top) with them to the classroom.

In addition to the theoretical sessions, some sessions for discussion of study cases and empirical data will be organized.

## 5. CONTENTS

1. Past, present and future of work and employment.
2. The industrial society as object of study.
3. Work organization and conditions in the first and second industrial revolutions.
  - 3.1. Division, mechanization and control.
  - 3.2. Position of women in the work division and control.
  - 3.3. Power, conflict and negotiation.
  - 3.4. Position of women in labour representation, conflict and negotiation.
4. Technology, market, state, and changes in the social organization of work.
  - 4.1. Fordism,
  - 4.2. neo and post-fordisms.
  - 4.3. Technology and changes in the pro- and re-productive female work.
5. Subjective experiences of employment and un/under/over-employment.
6. Labour markets
7. Access to employment and self-employment

## 6. BIBLIOGRAPHY

### Journals:

- Gender, work, and organization
- Work and occupations
- Work, employment, and society
- Labor studies journal
- Research in the sociology of organizations

### Handbooks:

Edgell, S. (2006) *The Sociology of Work: continuity and change in paid and unpaid work*. London: Sage.

Grint, K. (2009) *The Sociology of Work*. Cambridge: Polity press.

Handel, M. (2003) *The Sociology of Organizations. Classic, contemporary, and critical readings*. Thousand Oaks: Sage.

Hass, J. (2007) *Economic sociology: an introduction*. London and New York: Routledge.

Strangleman, T. and T. Warren (2008) *Work and society. Sociological approaches, themes and methods*. New York: Routledge.

Sweet, S. and P. Meiksins (2013) *Changing contours of work. Jobs and opportunities in the new economy*. Thousand Oaks: Sage.

Volti, R. (2008) *An introduction to the sociology of work and occupations*. Thousand Oaks: Pine Forge press.

Watson, T. (2008) *Sociology, Work and Industry*. Fifth Edition. Abingdon, New York: Routledge.

## Compulsory readings:

1. Researching work (Strangleman & Warren, 2008)
2. Mapping the contours of work (Sweet & Meiksins, 2013)
3. New products, new ways of working, and the new economy (Sweet & Meiksins, 2013)
4. The transformation of work (Edgell, 2006)
5. Fordism (Edgell, 2006)
6. Solutions to the crisis of Fordism (Edgell, 2006)
7. The changing organisation and control of work (Watson, 2008)
8. Paid work in industrial society and deskilling? (Edgell, 2006)
9. Whose jobs are secure? (Sweet & Meiksins, 2013)
10. Conflict, resistance and misbehaviour in work (Watson, 2008)
11. Gender chasms in the new economy (Sweet & Meiksins, 2013)
12. Unemployment and underemployment (Edgell, 2006)
13. Non-standard paid work (Edgell, 2006)

All course materials will be made accessible through the Moodle platform and/or the copy room in the Faculty.

## 7. ASSESSMENT

**An examination** (0-10 points, a minimum of "5" points are required in order to pass the exam)

The exam will consist on answering to a number of short (15 lines) or/and multiple-choice questions.

**Exam date:** December 2016

### \*Optional complementary activities:

1- Responding to questions in the classroom – If the student obtains a majority of positive points, final mark increases in 1 point.

Periodically students in the classroom will be asked to answer to selected questions in a paper, having their readings with them. This will help them to fix the content of the sessions and to exercise for the final examination.

2 – Preparation and exposition of readings and case studies in the classroom (up to 30% of the final mark)

This activity will require a series of follow-up sessions with the teacher.

3- Portfolio (up to 30% of the final mark)

Compilation of student work assembled for the purpose of evaluating academic achievement.

Portfolios can be a physical or digital collection of student work. The digital may include presentations that offer the same documents and achievements as physical portfolios, but that may also incorporate additional content such as student-created videos, multimedia presentations, spreadsheets, websites, photographs, or other digital artefacts of learning. Students may be requested to present their portfolios publicly.



VICERRECTORADO DE  
POSGRADO E  
INTERNACIONALIZACIÓN  
Servicio de Relaciones  
Internacionales

Universidad de Huelva



Erasmus+

Attendance, participation and responsible behaviour in the classroom and at office hours may be considered with a value of 0.5 points in the final grade. On the contrary, negligence in the previous and in bringing the assigned readings to the corresponding session may be penalized with 0.25 points or more, if the student persists in the attitude.

#### CONTROL AND FOLLOW-UP MECHANISMS

Attendance to lectures is highly recommended.

**Note:** in general, the students' behaviour that intends to break the order and peace in the classroom, or show no respect to the teacher or other fellow students may be cause for termination of the student's right to be in the classroom.

Students must show their IDs during examination sessions and bring paper and a pen with them. They will have to keep quiet and refrain from looking at notes or fellows.

To contact the teacher through the internet, use a proper manner and language. Students have to start their messages with their full identification.