



Universidad
de Huelva

Faculty of LABOUR SCIENCES

2023-2024

DEGREE ON LABOUR RELATIONS AND HUMAN RESOURCES

Subject Data

Name:

SOCIOLOGÍA DEL TRABAJO Y DE LAS ORGANIZACIONES

English name:

SOCIOLOGY OF WORK & ORGANIZATIONS

Code:

515109205

Type:

COMPULSORY

Hours:

	Total	In class	Out class
Time distribution	150	45	105

ECTS: 6

Standard group	Small groups			
	Classroom	Lab	Practices	Computer classroom
4.8			1.2	

Departments:

SOCIOLOGY, SOCIAL WORK AND PUBLIC HEALTH

Knowledge areas:

SOCIOLOGY

Year:

2°

Semester

1

TEACHING STAFF

Name:	E-mail:	Telephone
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Others Data (Tutoring, schedule...)

CLASSES 12 sessions (4 hours each) From September – To December				
Monday	Tuesday	Wednesday	Thursday	Friday
	Faculty of Labour Studies			
	16:00-20:00 hs			
OFFICE HOURS:				
Monday	Tuesday	Wednesday	Thursday	Friday
	11:00-14:00 hs			
17:00-20:00 hs				

SPECIFIC INFORMATION OF THE COURSE

I. Contents description:

I.1 In English:

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.
From employment to unemployment.
Labour participation and work conditions of different social groups.
Technology, ecology and society, and the future of work.

I.2 In Spanish:

El concepto de trabajo. Modernidad y sociedad industrial: el modelo de trabajo asalariado. Las relaciones sociales de trabajo. Identidad social del trabajo. La división social del trabajo. División técnica del trabajo. División sexual del trabajo: trabajo productivo y reproductivo. División internacional del trabajo: globalización y nuevas formas de división del trabajo. Mercado de trabajo y empleo. Las transformaciones de la empresa: reorganización de la producción y flexibilidad. Las transformaciones de las relaciones laborales y gestión laboral.

2. Background:

2.1 Situation within the Degree:

This subject strengthens the contents taught in the subject "Sociology and Social Research Techniques" and complements those taught in "Psychology of Work and Organizations" and "Work Organization", while paving the way for subjects such as "Social and Labour Policies" and "Economics of Labour Markets". It is also a fundamental subject in order to study in the fourth year the specialisation in Labour Markets, fully connecting with the optional subject "Work and Gender".

2.2 Recommendations

English language requirement: **B2**

3. Objectives (as result of teaching):

- 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. Skills to be acquired

4.1 Specific Skills:

- CE12: Ability to select and manage labour information and documentation.
CE14: Ability to carry out analyses and diagnoses, provide support and make decisions regarding organizational structure, work organization, method and working time studies.
CE32: Apply knowledge of sociology and SRT.
CE10: Ability to transmit and communicate in writing and orally using the terminology and proper techniques.

4.2 General, Basic or Transversal Skills:

- CB3. Gather and interpret relevant data (usually within their area of study) to make judgments that include a reflection on relevant social, scientific or ethical issues.
- TC2. Develop a critical attitude, being able to analyse and synthesize.
TC3. Develop an attitude of inquiry that permanently enables to review and deepen in the knowledge.
TC6. To promote, respect and safeguard human rights, democratic values, social equality and environmental sustainability, without discrimination on the basis of birth, race, sex, religion, opinion or other personal or social circumstances.

5. Training Activities and Teaching Methods

5.1 Training Activities:

- Lectures: Lessons given by the teacher to the big group can have different formats (theory, general problems and/or examples, general guidelines of the subject). The teacher has the support of audio-visual and computer media.
- Supervision in small groups: Clarification of doubts about theory, problems, exercises, programs, readings or other tasks, Including support to presentations, debates or commentaries committed to students.
- Individual or group autonomous study.
- Writing of exercises, conclusions or other works.
- Recommended readings, library activities or similar.
- Preparation of oral presentations, debates or similar.
- Activities outdoors: exhibitions, visits or other recommended activities.

5.2 Teaching Methods:

- Theoretical academic sessions.
- Practical academic sessions.
- Group explanations and debates in class.
- Visits and excursions.
- Specialized supervision.
- Tests on mandatory readings.

5.3 Development and Justification:

Sessions will be conducted by the teacher, who will introduce and explain 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. In order to follow the classes, it is necessary that students bring the texts with them, including paper and pen (or lap top) to the classroom. In addition to the theoretical sessions, some sessions for discussion of study cases and empirical data will be organized.

6. Detailed 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. Power, conflict and negotiation.
 - 3.3. Position of women.
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. Work and leisure.
7. Socio-Ecological challenges and the future of work.

7. Bibliography

7.1 Basic Bibliography:

1. A provocation (Frayne, 2015)
2. Industrial Work: Fordism, Neo-Fordism and Post-Fordism (Edgell & Granter, 2019)
3. Service Work: Fordism, Neo-Fordism and Post-Fordism (Edgell & Granter, 2019)
4. Gender chasms in the new economy (Sweet & Meiksins, 2013)
5. Non-standard work (Edgell & Granter, 2019)
6. Out of work: unemployment (Edgell & Granter, 2019)

Recommended reading: Suzman, J. (2020) *Work. A history of how we spend our time*. Bloomsbury publishing.

7.2 Additional Bibliography:

Handbooks:

Edgell, S., Granter, E. (2019) *The Sociology of Work: continuity and change in paid and unpaid work*. 3rd edition. London: Sage.

Edgell, S., Granter, E. & Gottfried, H. (eds.) (2015) *The Sage Handbook of the Sociology of Work and Employment*. Thousand Oaks: 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.

On the future of work:

Avent, R. (2016) *The Wealth of Humans. Work, power and status in the twenty-first century*. St Martin's press.

Frayne, D. (2015) *The Refusal of Work. The theory & practice of resistance to work*. London: Zed books.

Raworth, K. (2017) *Doughnut Economics. Seven ways to think like a 21st-century economist*. Cornerstone.

Rifkin, J. (2014) *The Zero Marginal Cost Society. The Internet of things, the collaborative commons, and the eclipse of capitalism*. Palgrave Macmillan.

Susskind, Richard and David (2015) *The Future of Professions. How technology will transform the work of human experts*. Oxford: Oxford University press.

Suzman, J. (2020) *Work. A history of how we spend our time*. Bloomsbury publishing.

Trentmann, F. (2017) Empire of Things. How we became a world of consumers, from the fifteenth century to the twenty-first. Penguin Random House.

Journals:

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

8. Systems and Assessment Criteria

8.1 System for Assessment:

- Continuous assessment
- Final test

8.2 Assessment Criteria and Marks:

8.2.1 Examinations Convocatory I

COMPULSORY:

An examination (0-10 points, a minimum of “5” points are required in order to pass the exam)
The test will consist on answering to a number of short (15 lines) or/and multiple-choice questions.

Exam date: December, **Tuesday 12, 2023**

OPTIONAL:

*Optional complementary activities:

- 1- Responding to questions in the classroom (highly recommended)
– 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 (30% of the final mark)
(highly recommended)

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

- 3- Fieldwork trip (20% of the final mark)
Preparation and assessment

- 4- Portfolio (up to 10% 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.

Attendance, quality 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.

8.2.2 Examinations Convocatory II

An examination (0-10 points, a minimum of “5” points are required in order to pass the exam)
The test will consist on answering to a number of short (15 lines) or/and multiple-choice questions based on the compulsory readings 1 to 6, and the recommended reading this term (Suzman).

8.2.3 Examinations Convocatory III

An examination (0-10 points, a minimum of “5” points are required in order to pass the exam)
The test will consist on answering to a number of short (15 lines) or/and multiple-choice questions based on the compulsory readings 1 to 6, and the recommended reading this term (Suzman).

8.2.4 Extraordinary Convocatory

An examination (0-10 points, a minimum of "5" points are required in order to pass the exam)
The test will consist on answering to a number of short (15 lines) or/and multiple-choice questions based on the compulsory readings 1 to 6, and the recommended reading this term (Suzman).

8.3 Single Final Evaluation:

An examination (0-10 points, a minimum of "5" points are required in order to pass the exam)
The test will consist on answering to a number of short (15 lines) or/and multiple-choice questions based on the compulsory readings 1 to 6, and the recommended reading this term (Suzman).