



SOC 866

Sociology of Work and Employment

S2 Evening 2015

Dept of Sociology

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General Information

Unit convenor and teaching staff

Unit Convenor

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W6A 836

Credit points

4

Prerequisites

Admission to MPASR or PGDipPASR or PGCertPASR or GradDipPASR or GradCertPASR

Corequisites

Co-badged status

SOC1705 Advanced Policy Reserach II

Unit description

The importance of work and employment for individuals as well as societies suggests that we live in work societies. Work is a basic social experience and a key sociological category. Policies around work and employment affect us in ways that we are not always aware of and can improve or hinder our well-being. This unit invites you to explore the relevance of work for individuals as well as societies. It studies the trends and processes at the workplace and contemplates the future role of work. The unit develops a map of how work fits into the structures of broader societies by making sense of your own work experiences, facts about work and contemporary policies.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

Learning Outcomes

On successful completion of this unit, you will be able to:

Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.

Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.

Integrate and synthesise learning and knowledge from a range of sources and environments to understand the link between economic and social roles of work and employment for individuals and societies.

Student will learn how to think sociologically.

Assessment Tasks

Name	Weighting	Due
<u>PARTICIPATION</u>	20%	ongoing
<u>READING LOG</u>	30%	ongoing until 02/10/2015
<u>REVIEW ESSAY</u>	50%	06/11/2015

PARTICIPATION

Due: **ongoing**

Weighting: **20%**

Students are expected to attend classes every week. They are also required to participate in class discussions on an ongoing basis.

On successful completion you will be able to:

- Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
- Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
- Integrate and synthesise learning and knowledge from a range of sources and environments to understand the link between economic and social roles of work and employment for individuals and societies.
- Student will learn how to think sociologically.

READING LOG

Due: **ongoing until 02/10/2015**

Weighting: **30%**

You are required to keep a reading log book for the readings from week 2-7. What this means is that you need to write a 1 page summary of the reading(s) (one summary per reading if there is more than one) identifying the main topics, concept(s) and the main argument of the reading. Your own opinion, reflections or commentary are not required. The recommendation is that you submit your summary every week before the next lecture through turnitin. However, ultimately all summaries must be in by 02/10/2015 which give you some leeway to read and reread. All

readings will be made available on iLearn.

On successful completion you will be able to:

- Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
- Integrate and synthesise learning and knowledge from a range of sources and environments to understand the link between economic and social roles of work and employment for individuals and societies.
- Student will learn how to think sociologically.

REVIEW ESSAY

Due: **06/11/2015**

Weighting: **50%**

Write a review on one of the following publications:

1. Ehrenreich B. (2008) *Nickel and Dimed*, Metropolitan Books; Henry Holt and Company: New York.
2. Ehrenreich B. (2009) *Smile or Die*, Granta: London.
3. Calhoun C. (1992) The Infrastructure of Modernity: Indirect Social Relationships, Information Technology, and Social Integration, in *Social Change and Modernity* edited by Haferkam H. and Smelser N. J., University of California Press, Berkely, Los Angeles, Oxford, pp.206-237.

Your review should not exceed 3000 words. Option 1 and 2 are more applied texts, while option 2 is more theoretical.

Your essay should provide a concise and accurate summary of the reading before engaging critically with the argument on the basis of one or several topics from the course. Make sure you develop a clear and balanced structure, reference correctly and check your grammar and writing style before you submit.

On successful completion you will be able to:

- Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
- Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
- Integrate and synthesise learning and knowledge from a range of sources and environments to understand the link between economic and social roles of work and employment for individuals and societies.

- Student will learn how to think sociologically.

Delivery and Resources

All resources for this unit are provided through the library (e-reserve) or iLearn including lecture recordings.

Unit Schedule

1	30/07/2015	No Class!
2	06/08/2015	Introduction: Work and Modernity
3	13/08/2015	Work and Capitalism
4	20/08/2015	Work and Productivity
5	27/08/2015	Work, science and Technology
6	03/09/2015	Capitalism: A Love Story
7	10/09/2015	Work-Organisation and the Individual
	17/09/2015	mid-session break
	24/09/2015	mid-session break
8	01/10/2015	Study week
	02/10/2015	final submission(s) date for reading log book (30%)
9	08/10/2015	Work and (Un)employment
10	15/10/2015	The Corporation
11	22/10/2015	Work and Motivation
12	29/10/2015	Work and Identity
13	05/11/2015	Precarious Work Societies
	06/11/2015	Assignment 2 is due (review essay 50%)

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](#). Students should be aware of the following policies in particular with regard to Learning and Teaching:

Academic Honesty Policy http://mq.edu.au/policy/docs/academic_honesty/policy.html

Assessment Policy <http://mq.edu.au/policy/docs/assessment/policy.html>

Grading Policy <http://mq.edu.au/policy/docs/grading/policy.html>

Grade Appeal Policy <http://mq.edu.au/policy/docs/gradeappeal/policy.html>

Grievance Management Policy http://mq.edu.au/policy/docs/grievance_management/policy.html

Disruption to Studies Policy http://www.mq.edu.au/policy/docs/disruption_studies/policy.html *The Disruption to Studies Policy is effective from March 3 2014 and replaces the Special Consideration Policy.*

In addition, a number of other policies can be found in the [Learning and Teaching Category](#) of Policy Central.

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/support/student_conduct/

Results

Results shown in *iLearn*, or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit <ask.mq.edu.au>.

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

Learning Skills

Learning Skills (mq.edu.au/learningskills) provides academic writing resources and study strategies to improve your marks and take control of your study.

- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module for Students](#)
- [Ask a Learning Adviser](#)

Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at <ask.mq.edu.au>

IT Help

For help with University computer systems and technology, visit <http://informatics.mq.edu.au/help/>.

When using the University's IT, you must adhere to the [Acceptable Use Policy](#). The policy applies to all who connect to the MQ network including students.

Graduate Capabilities

PG - Capable of Professional and Personal Judgment and Initiative

Our postgraduates will demonstrate a high standard of discernment and common sense in their professional and personal judgment. They will have the ability to make informed choices and decisions that reflect both the nature of their professional work and their personal perspectives.

This graduate capability is supported by:

Learning outcome

- Integrate and synthesise learning and knowledge from a range of sources and environments to understand the link between economic and social roles of work and employment for individuals and societies.

PG - Discipline Knowledge and Skills

Our postgraduates will be able to demonstrate a significantly enhanced depth and breadth of knowledge, scholarly understanding, and specific subject content knowledge in their chosen fields.

This graduate capability is supported by:

Learning outcomes

- Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
- Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
- Integrate and synthesise learning and knowledge from a range of sources and environments to understand the link between economic and social roles of work and employment for individuals and societies.
- Student will learn how to think sociologically.

Assessment tasks

- READING LOG
- REVIEW ESSAY

PG - Critical, Analytical and Integrative Thinking

Our postgraduates will be capable of utilising and reflecting on prior knowledge and experience, of applying higher level critical thinking skills, and of integrating and synthesising learning and knowledge from a range of sources and environments. A characteristic of this form of thinking is the generation of new, professionally oriented knowledge through personal or group-based

critique of practice and theory.

This graduate capability is supported by:

Learning outcomes

- Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
- Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
- Integrate and synthesise learning and knowledge from a range of sources and environments to understand the link between economic and social roles of work and employment for individuals and societies.

Assessment tasks

- READING LOG
- REVIEW ESSAY

PG - Research and Problem Solving Capability

Our postgraduates will be capable of systematic enquiry; able to use research skills to create new knowledge that can be applied to real world issues, or contribute to a field of study or practice to enhance society. They will be capable of creative questioning, problem finding and problem solving.

This graduate capability is supported by:

Learning outcomes

- Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
- Integrate and synthesise learning and knowledge from a range of sources and environments to understand the link between economic and social roles of work and employment for individuals and societies.
- Student will learn how to think sociologically.

Assessment tasks

- READING LOG
- REVIEW ESSAY

PG - Effective Communication

Our postgraduates will be able to communicate effectively and convey their views to different social, cultural, and professional audiences. They will be able to use a variety of technologically supported media to communicate with empathy using a range of written, spoken or visual

formats.

This graduate capability is supported by:

Learning outcomes

- Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
- Student will learn how to think sociologically.

Assessment tasks

- PARTICIPATION
- READING LOG
- REVIEW ESSAY

PG - Engaged and Responsible, Active and Ethical Citizens

Our postgraduates will be ethically aware and capable of confident transformative action in relation to their professional responsibilities and the wider community. They will have a sense of connectedness with others and country and have a sense of mutual obligation. They will be able to appreciate the impact of their professional roles for social justice and inclusion related to national and global issues

This graduate capability is supported by:

Learning outcome

- Integrate and synthesise learning and knowledge from a range of sources and environments to understand the link between economic and social roles of work and employment for individuals and societies.

Assessment task

- PARTICIPATION

Additional Readings

Additional Readings

The following readings are not compulsory readings for this unit. It is a selection of readings that you might find helpful for further studies in Sociology or the Sociology of Work and Employment. Enjoy!

Adorno, T. W. (2000). Introduction to Sociology. Cambridge, Polity Press.

Arendt, H. (1998[1958]). The Human Condition. Chicago, The University of Chicago Press.

Bauman, Z. (1995). Searching for a centre that holds. Global Modernities. M. Featherstone, S. Lash and R. Robertson. London, Sage.

- Beck, U.** (1992). *Risk Society: Towards a New Modernity*. London, Sage.
- Beck, U.** (2000). *The Brave New World Of Work*. Cambridge, Polity.
- Berger, P. L. and T. Luckmann** (1971). *The Social Construction of Reality: A Treatise in the Sociology of Knowledge*. London, Penguin.
- Blatterer, H.** (2007), 'Adulthood, Individualization, and the Life Course, Coming of Age in Times of Uncertainty, Berghahn Books, New York and Oxford, pp. pp. 28-50.
- Ebert, N.** (2012), 'Individualisation at Work', Ashgate, Farnham.
- Ebert, N.** (2010) 'Privacy and Work' in *Modern Privacy: Shifting Boundaries, New Forms*. Palgrave, Houndsmill, Basingstoke, Hampshire
- Goffman, E.** (2001 [1959]). *The presentation of self in everyday life*. *Self and Society*. A. Branaman. Oxford, Blackwell: 175-182.
- Gorz, A.** (1982). *Farewell to the Working Class. An Essay on Post-industrial Socialism*. London, Pluto Press.
- Habermas, J.** (1968). *Industrialization and capitalism in the work of Max Weber*. *Negations. Essays in Critical Theory*. H. Marcuse. Boston, Beacon Press: 201-226.
- Honneth, A.** (1995). *Work and instrumental action: On the normative basis of Critical Theory. The Fragmented World of the Social. Essays in Social and Political Philosophy*. C. W. Mills. Albany, State University of New York Press.
- Horkheimer, M.** (1992[1941]). *The end of reason. The Essential Frankfurt School Reader*. A. Arato and E. Gebhardt. New York, Continuum: 26-48.
- Kant, I.** (1959). *What is Enlightenment? Foundations of the Metaphysics of Morals*. Indianapolis, Bobbs-Merrill.
- Markus, M.** (1995). *Civil society and the politisation of needs. Science, Politics, and Social Practice: Essays on Marxism and Science, Philosophy of Culture and the Social Sciences* : in Honor of Robert S. Cohen. K. Gavroglu. Dodrecht, Kluwer Academic Publishers: 161-179.
- Mills, C. W.** (1967). *The Sociological Imagination*. London, Oxford University Press.
- Offe, C.** (1985). *Work: The key sociological category? Disorganized Capitalism*. J. Keane. Cambridge, Polity Press in association with Basil Blackwell, Oxford: 129-150.
- Pixley, J.** (1993). *Citizenship and Employment. Investigating Post-industrial Options*. Cambridge, Cambridge University Press.
- Polanyi, K.** (2001[1944]). *The Great Transformation. The Political and Economic Origins of our Time*. Boston, Beacon Press.
- Pusey, M.** (2003). *The Experience of Middle Australia. The Dark Side of Economic Reform*. Cambridge, Cambridge University Press.
- Riesman, D., N. Glazer, et al.** (1961). *The Lonely Crowd: A Study of the Changing American Character*. New Haven, Yale University Press.

Sennett, R. (2006). *The Culture of the New Capitalism*. New Haven, Yale University Press.

Whyte, W. H. (1957). *The Organization Man*. London, Jonathan Cape.

Wilson, S. (2004). *The Struggle Over Work: The 'End of Work' and Employment Alternatives for Post-industrial Societies*. London, Routledge.

Assignment submission

All assignments must be submitted through turnitin on iLearn.

Reading(s) per week

week 2	Beck, U. (2000), <i>The Brave New World of Work</i> , Cambridge: Polity Press, Chapter 2 pp. 10-16.
week 3	Bell, D. (1973) <i>The Coming of Post-Industrial Society</i> , Basic Books, New York, pp. 12-32.
week 4	Brubaker, R. (1984), <i>The Limits of Rationality</i> , Allen & Unwin, London, Chapter 1, pp. 8-16. Ritzer, G. (1993) <i>The McDonaldization of Society</i> , Pine Forge Press, London, Chapter 2, pp. 18-34.
week 5	Rifkin, J. (1996) <i>The End of Work</i> , Penguin, New York, Chapter 1. pp. 3-14.
week 6	No reading
week 7	Fromm E (1961) 'Marx's Concept of Man' in Wrong D H and Gracey H L (eds) <i>Readings in Introductory Sociology</i> , Macmillan: London, pp. 219-227.
week 8	study week: Assignment 1 is due.
week 9	Korbin, S. J. (2005) Multinational Corporations, the Protest Movement, and the Future of Global Governance, in <i>Leviathans</i> , edited by Chandler A. D. and Mazlish B., pp. 219-235.
week 10	Weber M (1967) <i>The Protestant Ethic and the Spirit of Capitalism</i> , in Wrong D H and Gracey H L (eds) <i>Readings in Introductory Sociology</i> , Macmillan: London, pp. 205-218.
week 11	Weber, M. (1978), <i>From Max Weber: Essays in Sociology</i> , Class, Status, Party, New York Press., pp. 180-195. Bendix, R. & Lipset, S. M. (1966) A Note on Classes: Karl Marx, in <i>Class, Status and Power</i> , Routledge: London, pp. 5-6.
week 12	Kalleberg, A. L. (2009) <i>Insecure Workers: Employment relations in Transition</i> , American Sociological Review, Vol. 74, No 1 (Feb. 2009) pp. 1-22.