



SOCX866

Work and Employment

S2 OUA 2018

Dept of Sociology

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General Information

Unit convenor and teaching staff

Norbert Ebert

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Prerequisites

Corequisites

Co-badged status

Unit description

Work and employment are basic social experiences. How can we understand them and why are they so important to us? This unit will search for answers by applying sociological key-concepts to contemporary Work and Employment issues. The unit consists of three parts. The first part examines the relevance of work for individuals and society. In the second part, we investigate the organisation of Work and Employment on a political, organisational and individual level. The final part deals with our experience of work. It contemplates the future of work in terms of work-life balance and the chances for individuals' self-realisation. On the basis of those three parts students will gain a clear understanding of work and employment in contemporary societies that will benefit their own careers as well as their understanding of society in general. All enrolment queries should be directed to Open Universities Australia (OUA): see www.open.edu.au

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.open.edu.au/student-admin-and-support/key-dates/>

Learning Outcomes

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

1. Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
2. Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
3. 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.
4. Students will learn how to think sociologically about work and employment.

General Assessment Information

How to get the most out of SOC(X)866 / SOCI705

SOC(X)866 / SOCI705 The Sociology of Work and Employment has a simple and easy to follow structure. It is based on the idea of learning in three ways: reading about, listening to and writing about fundamental questions related to work and employment in contemporary policy settings. Every week follows this pattern with a clear focus on a key question.

1. **READING:** The **reading(s)** provide you with essential information around a topic or issue. If possible, do the readings before you come / listen to the lectures.
2. **LISTENING:** Every **lecture** identifies and addresses a key question in relation to work and employment.
3. **DISCUSSING AND WRITING:** Once you have done the reading(s) and listened to the lecture, it is time to discuss with other students (online or in the on campus **class**) what you think about the readings, the topics raised in the lecture or examples from your own work experience. Finally, in the various assignments you articulate in writing in your own words what the weekly topic is about.

The assessments in **SOC(X)866 / SOCI705** build on linking these three components of the course.

How to submit the assignments

The reflection task, the proposal and the final assignment have to be submitted via the turnitin links on iLearn by 11.59pm on the due dates. **You can submit your assignment only ONCE!** Please do not panic if you (for whatever reason) submit your assignment a few minutes late. We will not deduct marks for that. Your grades will be made available on gradebook on iLearn too, but remain subject to change until the end of the course and depend on your overall performance in the course.

If you have questions, need advice or want to discuss your assignment with the course convenor outside class room / online discussions, please email me directly (norbert.ebert@mq.edu.au).

Late Submission Penalty

Unless a Special Consideration request has been submitted and approved, (a) a penalty for lateness will apply – two (2) marks out of 100 will be deducted per day for assignments submitted after the due date – and (b) no assignment will be accepted more than seven (7) days (incl. weekends) after the original submission deadline. No late submissions will be accepted for timed assessments – e.g. quizzes, online tests.

How to deal with difficulties

The first rule is let me know asap and we will work out a way forward. The sooner I know, the sooner I can help. In particular, there is little I can do to help you once the due date of assignments has passed.

The second rule is, please raise general questions in class or the online discussion board before you individually email me. Often others have the same questions about referencing or contents related questions. Generally, the advice is to ask as early as possible and not avoid asking.

For issues affecting your performance, but which are unrelated to the course contents and prevent you from participating in tutorials or from submitting assignments or from completing the unit, please let me know and visit www.ask.mq.edu.au where you can submit the appropriate application including the required documentation. This is essential to grant you extensions in particular beyond the end of semester if required.

Assessment Tasks

Name	Weighting	Hurdle	Due
<u>Participation</u>	20%	No	ongoing
<u>Reflection task 1 (2000 words)</u>	30%	No	02/09/2018
<u>Reflection task 2 (2000 words)</u>	40%	No	28/10/2018
<u>basic online exam</u>	10%	No	09/11/2018

Participation

Due: **ongoing**

Weighting: **20%**

Participation - online as well as on campus - means to think and discuss the weekly material on a particular topic with others. Your contribution will be assessed on the basis of your familiarity and understanding of the weekly course contents from the lecture and the reading(s). Discussion means further that you are required to engage with others. The focus is not so much the quantity, but the quality of your contributions.

The tutorials/online discussions will provide you with clear guidance on how to approach your assessments, what the key points are you need to know, include and define. This way, you automatically repeat, discuss and learn the course contents.

For **external and OUA students** participation on iLearn is mandatory, but internal students are welcome to join.

The course convenor will kick start the online discussion on the day after the lecture and wrap up the discussion before the next lecture summarising key points, correct major points (if necessary) and provide some general feedback for coming discussions.

Every week and lecture follows a key question. Answering this question in your own words and while doing so clarifying the course material is the guiding principle here. You need to also respond in a meaningful and substantial way to others.

IMPORTANT: Please follow the discussion and make your contributions on a weekly basis! The weekly topics move on quite quickly and late responses (for example, posting in week 3 when we

are already in week 8) are not desirable.

For **internal students** participation requires class attendance on campus. Physical attendance only is not sufficient to pass the participation component for this class.

On successful completion you will be able to:

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- 3. 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.
- 4. Students will learn how to think sociologically about work and employment.

Reflection task 1 (2000 words)

Due: **02/09/2018**

Weighting: **30%**

The assessments in this course are linked and build on each other. The reflection task build on the class discussions, but goes a little bit further. The purpose is for you to learn how to articulate in writing the essence of a weekly topic.

The point of the reflection task is that you engage in depth with **ONE** of the weekly topics (from week 2-5) that has been covered before the due date.

The most important points to consider are:

- a) identify the key question / topic of the chosen week and give a short basic answer which you then explain/unfold in more detail.
- b) clearly name, define and explain **in your own words** the key concepts of the chosen week.
- c) refer to and reference the reading(s) of the chosen week to back up your key points and demonstrate your understanding of the reading
- d) identify a contemporary example that demonstrates the relevance of the key concept of the week.
- e) write and reference according to academic standards.

What you are NOT supposed to do:

- a) Do **NOT** exceed 2000 words.
- b) Do **NOT** reference the lecturer or the lecture slides!
- c) Do **NOT** copy the quotes used in the lecture from the reading into your assignment, but find your own.

d) Do **NOT** use readings or other materials other than the ones provided by the course.

The writing task is not an essay. It does not require an introduction or a conclusion. Focus on the key question / topic of the week.

On successful completion you will be able to:

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Reflection task 2 (2000 words)

Due: **28/10/2018**

Weighting: **40%**

Same as Reflection Task 1, just better :-)

You can choose any topic from any week that has been covered up to this point except the week you have already covered with your first reflection task.

On successful completion you will be able to:

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- 3. 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.
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basic online exam

Due: **09/11/2018**

Weighting: **10%**

The final online examination consists of 10 basic questions regarding the definition of key concepts from the course.

The exam will be available on iLearn in week 13 on the 09/11/2018 and you can choose to start the exam at your discretion within a week. However, once you start the exam, you will have 40

minutes to finish it.

Make sure you save and submit your answers by the end of the 30 minutes, otherwise your answers will not register.

On successful completion you will be able to:

- 1. Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
- 3. 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.
- 4. Students will learn how to think sociologically about work and employment.

Delivery and Resources

Internal students are required to come to class. External and OUA students are required to listen to the recorded lectures on iLearn and participate in the weekly discussions which are set up per week on iLearn. The readings used in this course are available through a link on iLearn.

Online discussions are being delivered through iLearn.

Should you encounter any IT problems, please contact IT directly via One Help.

Unit Schedule

1	31/07/2018	Introduction to SOC(X)866 / SOC1705
2	07/08/2018	The Structures of Work Societies
3	14/08/2018	Capitalism at Work
4	21/08/2018	The Productivity Obsession
5	28/08/2018	How Technology Works for, against or with us
	02/09/2018	Assignment 1 is due (30%)
6	04/09/2018	The Human Cost of Work
7	11/09/2018	Corporate Individualism
	18/09/2018	mid-session break
	25/09/2018	mid-session break
8	02/10/2018	(Un)Employment as Ideology

9	09/10/2018	Capitalism: A Love Story
10	16/10/2018	Working Hard for What?
11	23/10/2018	Class and Diversity
	28/10/2018	Assignment 2 is due (20%)
12	30/10/2018	How Gender Works
13	06/11/2018	Work Societies Without Work?
	09/11/2017	Final Basic Exam (online; 10%; available from 09/11/2018 for ONE week)

Policies and Procedures

Late Submission - applies unless otherwise stated elsewhere in the unit guide

Unless a Special Consideration request has been submitted and approved, (a) a penalty for lateness will apply – two (2) marks out of 100 will be deducted per day for assignments submitted after the due date – and (b) no assignment will be accepted more than seven (7) days (incl. weekends) after the original submission deadline. No late submissions will be accepted for timed assessments – e.g. quizzes, online tests.

Extension Request

Special Consideration Policy and Procedure
<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policies/special-consideration>

The University recognises that students may experience events or conditions that adversely affect their academic performance. If you experience serious and unavoidable difficulties at exam time or when assessment tasks are due, you can consider applying for Special Consideration.

You need to show that the circumstances:

1. were serious, unexpected and unavoidable
2. were beyond your control
3. caused substantial disruption to your academic work
4. substantially interfered with your otherwise satisfactory fulfilment of the unit requirements
5. lasted at least three consecutive days or a total of 5 days within the teaching

period and prevented completion of an assessment task scheduled for a specific date.

If you feel that your studies have been impacted submit an application as follows:

1. Visit [Ask MQ](#) and use your OneID to log in
2. Fill in your relevant details
3. Attach supporting documents by clicking 'Add a reply', click 'Browse' and navigating to the files you want to attach, then click 'Submit Form' to send your notification and supporting documents
4. Please keep copies of your original documents, as they may be requested in the future as part of the assessment process

Outcome

Once your submission is assessed, an appropriate outcome will be organised.

OUA Specific Policies and Procedures

Withdrawal from a unit after the census date

You can withdraw from your subjects prior to [the census date](#) (last day to withdraw). If you successfully withdraw before the census date, you won't need to apply for Special Circumstances. If you find yourself unable to withdraw from your subjects before the census date - you might be able to [apply for Special Circumstances](#). If you're eligible, we can refund your fees and overturn your fail grade.

If you're studying Single Subjects using FEE-HELP or paying up front, you can [apply online](#).

If you're studying a degree using HECS-HELP, you'll need to [apply directly to Macquarie University](#).

Macquarie University policies and procedures are accessible from [Policy Central](https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<https://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central>). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- [Academic Appeals Policy](#)
- [Academic Integrity Policy](#)
- [Academic Progression Policy](#)
- [Assessment Policy](#)
- [Fitness to Practice Procedure](#)
- [Grade Appeal Policy](#)

- [Complaint Management Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#) (**Note:** *The Special Consideration Policy is effective from 4 December 2017 and replaces the Disruption to Studies Policy.*)

Undergraduate students seeking more policy resources can visit the [Student Policy Gateway](https://students.mq.edu.au/support/study/student-policy-gateway) (<https://students.mq.edu.au/support/study/student-policy-gateway>). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

If you would like to see all the policies relevant to Learning and Teaching visit [Policy Central](http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/policy-central) (<http://staff.mq.edu.au/work/strategy-planning-and-governance/university-policies-and-procedures/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/study/getting-started/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://www.mq.edu.au/about_us/

[offices_and_units/information_technology/help/](#).

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources 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 outcomes

- 2. Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
- 4. Students will learn how to think sociologically about work and employment.

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

- 1. Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
- 2. Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
- 3. 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

- Participation
- Reflection task 1 (2000 words)
- Reflection task 2 (2000 words)
- basic online exam

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

- 1. Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
- 2. Recognise the risks and opportunities originating in the organisation, structures and processes characterising work societies.
- 3. 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.
- 4. Students will learn how to think sociologically about work and employment.

Assessment tasks

- Participation
- Reflection task 1 (2000 words)
- Reflection task 2 (2000 words)
- basic online exam

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

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

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

- 1. Identify the characteristics of contemporary work societies and the prevalence of work and employment for individual, organisational and social wellbeing.
- 3. 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.
- 4. Students will learn how to think sociologically about work and employment.

Assessment tasks

- Participation
- Reflection task 1 (2000 words)
- Reflection task 2 (2000 words)

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:

Assessment task

- Participation

Information for External Students

As an external or OUA student in **SOC(X)866 / SOCI705** you are required to listen to the lectures online via iLearn and do the weekly readings.

Your tutorial is the weekly online discussion forum. What on campus students do in classes on campus, you do in the discussion forum. That is you will engage in the weekly topic to discuss the main points and concepts which are crucial for your assignments. It is your responsibility to "attend" online regularly. The online engagement is the foundation for your assignments. From experience students who engage in discussions are doing better in the assignments :-)

List of Required Readings for SOC(X)866 / SOCI705

SOC(X)866 / SOCI705 Sociology of Work and Employment: List of Readings per week

1	No reading
2	<p>Beck U. (2000) <i>The Brave New World of Work</i>, pp. 10-16, Polity Press: Cambridge.</p> <p>Nisbet R. A. (1984) <i>The Sociological Tradition</i>, pp. 84-86, Heinemann: London.</p> <p>Stones R. (2017) <i>Key Sociological Thinkers</i>, pp. 72-75, Palgrave Macmillan: London.</p>
3	<p>Anderson P. (1975) <i>Passages from Antiquity to Feudalism</i>, pp. 84-86 and 147-153, NLB: London.</p> <p>Elster J. (1984) <i>Making Sense of Marx</i>, pp. 278-288, Cambridge University Press: Cambridge.</p> <p>Bell D. (1973) <i>The Coming of Post-Industrial Society</i>, pp. 12-32, Basic Books: New York.</p>
4	<p>Brubaker R. (1984) <i>The Limits of Rationality. An Essay on the Social and Moral Thought of Max Weber</i>, pp. 8-48, Allen & Unwin: London.</p>
5	<p>Blyton P. and Jenkins J. (2007) <i>Key Concepts in Work, Technology</i>, pp. 210-216, Sage: London.</p> <p>Rifkin J. (2004) <i>The End of Work</i>, pp. 3-14, Penguin Group: New York.</p> <p>Reese H. and Heath N. (2017) <i>Inside Amazon's Clickworker Platform: How Half a Million People Are Being Paid Pennies to Train AI</i>, http://www.techrepublic.com/article/inside-amazons-clickworker-platform-how-half-a-million-people-are-training-ai-for-pennies-per-task/</p>
6	<p>Blyton P. and Jenkins J. (2007) <i>Key Concepts in Work, Alienation</i>, pp. 11-16, Sage: London.</p> <p>Hochschild A. R. (1983) <i>The Managed Heart. Commercialization of Human Feeling</i>, pp. ix – 23, University of California Press: Berkeley, Los Angeles, London.</p> <p>Blyton P. and Jenkins J. (2007) <i>Key Concepts in Work, Emotional Labour</i>, pp. 64-68, Sage: London.</p> <p>Blyton P. and Jenkins J. (2007) <i>Key Concepts in Work, Human Relations</i>, pp. 93-97, Sage: London.</p>
7	<p>Bowman S. R. (1996) <i>The Modern Corporation and American Political Thought. Law, Power and Ideology</i>, pp. 180-184.</p>
8	<p>Kurz, H. D. (2016) <i>Economic Thought: A Brief History</i>, pp. 113-131, Columbia University Press: New York.</p> <p>Blyton P. and Jenkins J. (2007) <i>Key Concepts in Work, Unemployment and Underemployment</i>, pp. 227-231, Sage: London.</p> <p>Harvey D. (2007) <i>A Brief History of Neoliberalism</i>, pp. 1-4, Oxford University Press: Oxford.</p>
9	No reading
10	<p>Lafargue P. (1973[1883]) <i>The Right to be Lazy</i>, pp. 9-13, Gordon Press: New York.</p> <p>Hughes J. A., Martin P. J. and Sharrock W. W. (1997) <i>Understanding Classical Sociology</i>, pp. 94-102, Sage: London.</p> <p>Ehrenreich B. (2010) <i>Smile or Die. How Positive Thinking Fooled America and the World</i>, pp. 1-13, Granta Publications: London.</p>
11	<p>Dahrendorf R. (1970) Marx's Theory of Class, in <i>Readings on Social Stratification</i>, edited by Tumin, M. M., pp. 3-17, Prentice Hall: London.</p> <p>Weber M. (1970) Class, Status, Party, in <i>Readings on Social Stratification</i>, edited by Tumin, M. M., pp. 27-39, Prentice Hall: London.</p> <p>Blyton P. and Jenkins J. (2007) <i>Key Concepts in Work, Globalization and Labour Migration</i>, pp. 87-92, Sage: London.</p>
12	<p>Connell R. (2009) <i>Gender in World Perspective</i>, pp. 72-93, Polity Press: Cambridge.</p> <p>Bohnet I. (2016) <i>What Works. Gender Equality by Design</i>, pp. 1-17, The Belknap Press of Harvard University Press: Cambridge & London.</p>

- 13 **Kalleberg A. L.** (2009) Precarious Work, Insecure Workers: Employment Relations in Transition, *American Sociological Review*, Vol. 74, No. 1, pp. 1-22.

Changes since First Published

Date	Description
16/07/2018	update on info re late submission penalty