

# PERSPECTIVES IN LABOR STUDIES

**37:575:395:T1**

**Summer 2019**

**Professor Todd E. Vachon**

[todd.vachon@rutgers.edu](mailto:todd.vachon@rutgers.edu)

## **Course Expectations and Requirements**

This course will familiarize and engage students in analytical and critical thinking regarding the underlying thinking, events and literature of labor studies. Students will examine, in historical context, the development of industrial relations and labor & employment relations as an intellectual field. The course provides an opportunity for students to increase their academic proficiency and critical thinking skills as applied to workplace concerns. Readings are drawn from classic authors in the field of industrial and labor relations, political economy, and interdisciplinary social science, including sociology, economics, and political science. It is expected that students will acquire by the end of the course the following important skills: reading for analytical insight, debating ideas, and communicating with colleagues and professionals in the field.

The course officially starts on Tuesday, May 28, 2019, but you will have access to the course site starting on Sunday, May 26. During this time, please go through the Getting Started module, and review the resources, and complete the course tools tutorials. You can also start your readings. Assignments and Discussion activities will be available starting on Tuesday, May 28, 2018. The course ends on Wednesday, August 14, 2019. Since that is a short week, be sure to plan ahead and complete all activities by that Wednesday

## **Pre-requisites**

This course is only for students who major in labor studies and have taken a minimum of 15 credits. Students who do not fit this category need permission of the instructor to enroll in this course.

Note: Do not take this class if you are going on a vacation where you will not have internet access because you will not be able to “make up” missed online-discussions or Quizzes later.

## **Course Learning Objectives**

Several objectives of the Labor Studies and Employment Relations Department for its majors are ones that are relevant to this course.

By the end of the course, you should be able to:

- Identify and explain the core concepts of the field of labor & employment relations
- Apply those concepts to understanding contemporary developments in work
- Synthesize information from multiple sources to generate new insight

## Course Structure

The course is structured into 11 weekly modules. Each week consists of:

- Topic Introduction
- Readings and/or Media
- Discussion Forum (on weeks where there are no exams, quizzes, or other assignments)
- Topic study questions (to help you reinforce your understanding of the topic)
- Quiz or Exam (not every week)
- Midterm is in Week 6
- Final is in Week 11

## Instructional Materials

There is no textbook for this course. All learning materials are posted on this Canvas site in their respective Module (Week). Materials posted include PowerPoint documents, written material by various professors. All learning activities: Discussions, Exams, Assignments are also posted in their respective Module (Week). You submit all these activities through this Canvas site.

## Evaluation and Grading

<u>Grading Component</u>	<u>Points</u>	<u>Percent of Total Grade</u>
Discussion Forums (8, each 50 points)	400	40%
Practice Quiz	0	Just for practice
Midterm Essay Exam (1)	200	20%
Week 8 Presentation Assignment	100	10%
2 Unit Quizzes (50 and 50 points respectively)	100	10%
Final Exam: two parts (essay 100, MC/T/F 100 points)	200	20%
Total:	1000	100%

Note: Points have no “absolute meaning.” In the end, the professor will use judgment in translating points into grades for the course. For example, typically a B+ is 88-89.9 points, but the professor may decide to use some other range of points.

## Discussion Forum Assessment

It is possible to earn up to 50 points by excellence in participation in each forum. A forum is an interactive threaded discussion. In this class it will start each week on Monday, and end on Sunday. Your contribution will be evaluated as follows:

- How much you participated in a substantive way. In general, you can think of this as requiring 3-4 SUBSTANTIVE posts that add ideas to the discussion. Of course, you will also have some posts that are not substantive but involve interaction with other students (e.g. ones that agree with a point they have already made) (10 points).

- Was your participation ongoing and interactive? You should have at least one substantive post by Wednesday night, one by Friday night, and another by Sunday night for full credit here. But additionally, for full credit, you must interact with others by asking or answering questions, or by agreeing or disagreeing with them. But, remember that you must add to the discussion, not simply agree. (10 points).
- Were your comments thoughtful and based on the readings? Did you understand the theorists' ideas correctly or did you make errors? Did you connect the ideas of one theorist to those of others? In other words, what was the quality of your comments? (10 points)
- Breadth and Evidence. Did you comment on multiple questions or just one? Were your opinions backed by personal experience or other types of evidence? Persuasive opinions are backed by a variety of types of evidence – from other academic sources, from current events, and from personal experience (10 points).
- Were your comments expressed clearly and appropriately? Please don't "flame" in these forums. Informality is acceptable--you must use standard written English of the sort that would be appropriate in a work setting (10 points).

Be sure to adhere to the discussion post rules and guidelines and the Forum Grade Rubrics

Note: Threaded discussions (forums) are closed once a week is over so you must be sure to stay current with the class in terms of online discussion.

### Exams and Quizzes

The midterm and finals each incorporate take home essay exam questions on the material in the course. (The final also has an online portion that is similar to a separate unit quiz but is comprehensive).

Avoid plagiarism or other violations of academic integrity! Your written answers will be submitted to "Turnitin.com" to ensure that your answers are yours alone – not answers from another student, from the web, or another source. Be careful not to "copy" phrases or sentences excessively from the readings. The goal is to put the ideas into your own words! Be sure to review the TurnItIn Statement in the Syllabus.

The quizzes are a series of True/False questions on the readings, videos, and power-points. The questions are challenging, and time is limited, but this is an open book exam. If you are familiar with all the material in the course, you should be able to go back and look up the answer to some items that you don't recall. The True/False questions are randomized and drawn from a larger question bank so no two students will have identical quizzes. The objective portion of the final will also have multiple choice items.

### Course Topic and Schedule

Week # and Date	Unit and Topic	Learning Activities
1: May 28 - June 2	Unit 1 begins: Economic Ideas in Employment Relations (Part 1), Topic 1-1: Laissez Faire (Leave the Market Alone).	
2: June 3 - June 9	Economic Ideas in Employment Relations (Part 2), Topic 1-2: Marx and Keynes	

3: June 10 - June 16	Economic Ideas in Employment Relations (Part 3), Topic 1-3: Alienation
4: June 17 - June 23	Unit 2 begins: Markets & Institutions (Part 1), Topic 2-1: The Industrialists
5: June 24 - June 30	Markets & Institutions (Part 2), Topic 2-2: Institutionalism
6: July 1 - July 7	Unit 3 begins: Organizations & the Humans Who Work for Them (Part 1), Topic 3-1: Motivating Employees
7: July 8 - July 14	Organizations & the Humans Who Work for Them (Part 2), Topic 3-2: Human Relations
8: July 15 - July 21	Organizations & the Humans Who Work for Them (Part 3), Topic 3-3: People and Organizations
9: July 22 - July 28	Unit 3 begins: Freedom & Democracy in a World of Multi-National Corporations (Part 1), Topic 4-1: Theories on Freedom & Democracy
10: July 29 - Aug 4	Freedom & Democracy in a World of Multi-National Corporations (Part 2), Topic 4-2: Theoretical Perspectives on Freedom
11: Aug 5 - Aug 13	Freedom & Democracy in a World of Multi-National Corporations (Part 3), Topic 4-3: Freedom in Organizations

### **Student Responsibilities**

Online learning requires a high level of discipline, dedication, and time management skills. While online learning offers you flexibility and convenience to learn from anyplace, anytime, you are still expected to adhere to the all due dates.

Note: Do not take this class if you are going on a vacation where you will not have internet access because you will not be able to “make up” missed online-discussions or Quizzes later.

*You are expected to:*

- Have access to a reliable computer, and access to the Internet
- Log in to Canvas for your course on a daily basis
- Check for any announcements, update to the syllabus, assignments, and/or discussions and respond accordingly
- Actively participate in the Discussion Forum
- Complete the assigned readings and/or media
- Complete the assigned exercises and/or projects
- Adhere to all due dates
- Refer to Study Guides and Strategies for effective learning practices.

*In case of computer failure:*

Make sure you have an alternative plan of access to your Canvas course in case your computer crashes (it happens). An extra computer at home, your employer’s computer, or computer at your local library can be some alternatives. Additionally, be sure to back up your important documents and assignments on a flash drive or other external device.

*Keep up with course work:*

This is an interactive class. You need to keep current in the reading and forums so that you can interact with others in the class.

You should inform the professor of serious personal emergencies that arise, for instance, hospitalization that makes it impossible to get online.

### **TurnItIn Statement**

Students (You) agree that by taking this course all required papers may be subject to submission for textual similarity review to Turnitin.com (via Canvas) for the detection of plagiarism. All submitted papers will be included as source documents in the Turnitin.com reference database solely for the purpose of detecting plagiarism of such papers. Use of the Turnitin.com service is subject to the Usage Policy posted on the Turnitin.com site.

If you do not agree please contact me immediately.

### **Rutgers Academic Integrity**

Be sure to read and adhere to Rutgers Academic Integrity Policy

### **Student Health & Wellness Services**

Rutgers provides several resources to assist students who may be experiencing distress or mental health concerns. The following are some of the resources that are available to you if you need them.

Just In Case Web App (<http://codu.co/cee05e>)

Access helpful mental health information and resources for yourself or a friend in a mental health crisis on your smartphone or tablet and easily contact CAPS or RUPD.

#### *Counseling, ADAP & Psychiatric Services (CAPS)*

(848) 932-7884 / 17 Senior Street, New Brunswick, NJ 08901/ [www.rhscaps.rutgers.edu/](http://www.rhscaps.rutgers.edu/)

CAPS is a University mental health support service that includes counseling, alcohol and other drug assistance, and psychiatric services staffed by a team of professional within Rutgers Health services to support students' efforts to succeed at Rutgers University. CAPS offers a variety of services that include: individual therapy, group therapy and workshops, crisis intervention, referral to specialists in the community and consultation and collaboration with campus partners.

#### *Violence Prevention & Victim Assistance (VPVA)*

(848) 932-1181 / 3 Bartlett Street, New Brunswick, NJ 08901 / [www.vpva.rutgers.edu/](http://www.vpva.rutgers.edu/)

The Office for Violence Prevention and Victim Assistance provides confidential crisis intervention, counseling and advocacy for victims of sexual and relationship violence and stalking to students, staff and faculty. To reach staff during office hours when the university is open or to reach an advocate after hours, call 848-932-1181.

Disability Services

(848) 445-6800 / Lucy Stone Hall, Suite A145, Livingston Campus, 54 Joyce Kilmer Avenue, Piscataway, NJ 08854 / <https://ods.rutgers.edu/>

The Office of Disability Services works with students with a documented disability to determine the eligibility of reasonable accommodations, facilitates and coordinates those accommodations when applicable, and lastly engages with the Rutgers community at large to provide and connect students to appropriate resources.

Scarlet Listeners: (732) 247-5555 / <http://www.scarletlisteners.com/>

Free and confidential peer counseling and referral hotline, providing a comforting and supportive safe space.