PERSPECTIVES ON LABOR STUDIES RUTGERS UNIVERSITY Western Monmouth Campus Spring 2012

Class: Mondays, 6:00-8:40 pm

Room # 209

Instructor: Jennifer Zachary jzachary@rci.rutgers.edu Phone: 732-547-8706

Office hours: By appointment

Course Expectations and Requirements

This course is designed to give you a chance to become engaged with the intellectual tradition in labor studies. You will read classic authors and current professional theory. You will have the opportunity to examine some of the big issues in the field and to decide what you think about them. You will also gain proficiency in important skills: reading for analytical insight, debating ideas, and communicating with others. Students should all be labor studies majors or minors with 15 credits or more in labor studies; if you are not in this category but want to take the class, you need permission of the instructor.

Classwork and Preparation for Class

Class attendance is mandatory and reading assignments are expected to be completed before class. Please bring hardcopies of the readings to class. Assigned readings are on the Sakai website. Supplemental material may also be handed out in class or added to the Sakai website.

Please turn off cell phones during class time. Also, you may use computers for notes, but do not check email or text during class. If you are ill or have an emergency that requires you to miss a class, please inform the instructor of the situation before the class if possible, or as soon after the class as you can.

It is important to participate in discussions and group activities.

Requirements

Paper

Students will pick a class reading on which they would like to write a paper of at least 5 pages. This paper should: a) summarize the main points of the reading, b) relate it to other relevant readings, including at least one academic book or article from outside the syllabus, c) evaluate the strengths and/or weaknesses of the authors' arguments, and d) draw your own conclusions based on the evidence, and e) relate the readings to your own experiences or current events if relevant. You should submit both a hardcopy in class, and an electronic copy to the Sakai website (see instructions below). The paper will determine 25% of the grade for the semester. Papers will be submitted to Turnitin.com to ensure that they are original and there is no

plagiarism. Late papers will be downgraded by a third of a grade (e.g., A to A-) for 1-2 days late, two-thirds of a grade (e.g., A to B+) for 3-4 days late, and a full grade for 5 or more days late.

Participation

This course emphasizes student participation. All students are expected to attend class and discuss the readings. To prepare for participation students are asked to write one-paragraph summaries of the main points of each weekly reading and 1-2 reactions and/or questions they raise. You are encouraged to bring in information on current events that relate to the class readings. You can also email interesting articles to the instructor, who will post them on Sakai for the whole class. Information on current events may be from newspapers, magazine articles, websites, or television programs.

You should hand in a hardcopy of your summaries in class, and also upload a copy to the Sakai website (see instructions below). You may skip handing in summaries for two weeks of readings during the semester (you choose which weeks you want to skip). Students are responsible for handing in at least 9 summaries by the end of the semester. Extra credit will be given to those who hand in 11 summaries. There will also be a collaborative powerpoint group presentation, which will be assigned. Details will be announced as the semester begins. Attendance, the weekly summaries of the readings, the collaborative powerpoint presentation, and participation in discussions will determine 25% of the grade for the semester.

Exams

Final grades will also be based 25% on the first exam and 25% on the second exam.

Readings

Readings are available on Sakai. To obtain the readings do the following:

- 1. Go to http://sakai.rutgers.edu
- 2. Enter your Rutgers ID and password in the upper right corner
- 3. Click on the tab that says "Perspectives on Labor Studies 37:575:395:80 Sp12"
- 4. Click on "Resources" at the left
- 5. Click on the folder titled "Perspectives on Labor Studies 37:575:395:80 Sp12Resources"
- 6. Click on the folder for the week you want, then the file you want to download. Many of the readings are in Adobe Acrobat format. If your computer doesn't have it, you can download the reader for free at http://www.adobe.com/products/acrobat/readstep2.html

If you have technical problems with Sakai, please contact Laura Walkoviak at 732-932-9503 or Walkoviak@smlr.rutgers.edu.

Submitting papers and weekly summaries to Sakai

You should submit hardcopies of the paper and weekly summaries in class, and also upload these to Sakai so there is a permanent record. Follow the directions above to get onto the Sakai site, and click on "Assignments" on the left so that you can see a list of the weekly assignments. You can submit your summary and paper either by copying text into the "Submission" box or by attaching a file.

Also, please check "Announcements" on the left of the Sakai site each week for any updates on the class and assignments.

Opening Class: January 23rd

Overview of the course and course requirements, plus initial discussion.

Unit 1: Mon. January 23rd- . February 13th (3 weeks)

Classical Economics & Marx, Scientific Management, and the Division of Labor

Topic 1-1: January 30th

Robert Heilbroner, <u>The Worldly Philosophers</u>, revised 7th ed. (NY: Touchstone, 1999). Portions of chapter on Smith (pp. 50-63).

Adam Smith, <u>The Wealth of Nations</u>, (Originally 1776; Prometheus Books, 1991), Chapter 1-2 (pp. 109-121).

Frederick Taylor, Scientific Management (New York: Harper and Row, 1947), pp. 39-73.

Topic 1-2: Feb. 6th

Robert Heilbroner, <u>The Worldly Philosophers</u>, revised 7th ed. (NY: Touchstone, 1999). Portions of chapter on Marx (pp. 144-48 and pp.154-169).

Rius, Marx for Beginners (New York: Pantheon Books, 1976), pp. 127-140.

Deepa Kumar, <u>Outside the Box: Corporate Media, Globalization, and the UPS Strike</u>. (Urbana & Chicago: Univ. of Illinois Press, 2007), Preface (pp. vii-xv) and part of Chapter 6, pp. 155-157 midpage. The rest of the excerpt from Chapter 6 (pp. 157 midpage – 163 is optional reading).

Topic 1-3: Feb. 13th

Harry Braverman, <u>Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century</u> (New York: Monthly Review, 1974), Part of Chapter 3, pp. 78-83 and Part of Chapter 5, pp. 124-131.

Richard Edwards, Michael Reich, and Thomas Weisskopf, <u>The Capitalist System</u>, 2nd ed. (Englewood Cliffs, N.J.: Prentice-Hall, 1978), "Alienation," pp. 265-268.

Arlie Russell Hochschild, "Exploring the Managed Heart," in <u>The Managed Heart:</u> <u>Commercialization of Human Feeling</u>. Berkeley: University of California Press, 1983, pp. 3-12

Unit 2: Wed Feb. 20 -Tues. March 10 (3 weeks)

Markets and Institutions

Topic 2-1: Feb. 20th

Bruce E. Kaufman, "Labor Markets and Employment Regulation: The View of the 'Old" Institutionalists," in Bruce E. Kaufman, ed. <u>Government Regulation of the Employment Relationship</u>. (Madison, Industrial Relations Research Association, 1997), pp. 11-39.

Topic 2-2 Feb. 27th

[Note: You will have the chance to chose to do a collective, rather than an individual writing project for 2-2, so this spans two weeks but it is important to read this material and start the project the first week.]

Sidney and Beatrice Webb, <u>Industrial Democracy</u>. London: Longmans, Green, 1902 and 1920. "The Higgling of the Market," excerpted in E. Bakke, C. Kerr, and C Anrod, <u>Unions Management and the Public</u>, 2nd ed. 1960, pp. 267-271.

John W. Budd and Stefan Zagelmeyer, Excerpt from "Public Policy and Employee Participation," in <u>The Oxford Handbook of Participation in Organizations</u>, edited by Adrian Wilkinson, Paul Gollan, David Marsden, and David Lewin, 2007, pp. 1-6.

Unit 3: Wed. March 5 – April 2nd (5 weeks including spring break)

Organizations and Humans Who Work in Them

Topic 3-1 March 5th

[Note: Spring break is in the middle of these two weeks so this is one week of class time]

J. Steven Ott, ed. "Motivation," in <u>Classic Readings in Organizational Behavior</u> (Pacific Grove, CA: Brooks/Cole, 1989), pp. 27-35.

Abraham H. Maslow, "A Theory of Human Motivation," Chapter 2 in <u>Motivation and</u> Personality, 3rd edition. New York, Harper and Row, 1970, pp. 15-31 (note – the first version of this theory was published in the 1940s).

Douglas McGregor, "The Human Side of Enterprise" an excerpt from a book of the same title in J. Steven Ott, ed. <u>Classic Readings in Organizational Behavior</u> (Pacific Grove, CA: Brooks/Cole, 1989) pp. 66-73.

Alan Fox, "Managerial Ideology and Labour Relations," <u>British Journal of Industrial Relations</u>, Vol. 4, No. 3 (Nov. 1966), pp. 366-378.

March 12th SPRING BREAK

Topic 3-2 March 19th

Elton Mayo, <u>The Social Problems of an Industrial Civilization</u> (New York: Routledge, 1949), excerpted in D. S. Pugh, ed. <u>Organization Theory: Selected Readings</u> (Harmondsworth, Middlesex: Penguin Books, 1971), pp. 215-229.

Charles Heckscher, White-Collar Blues, Chapter 2, "The Meaning of Loyalty," pp. 13-36.

Topic 3-3: March 26th

[Note: You will have the chance to do a collective, or an individual, power-point project here so 3-3 spans two weeks but it is important to read this material and start the project the first week.]

Bruce Kaufman, "Human Resources and Industrial Relations: Commonalities and Differences," <u>Human Resource Management Review</u>, 11(4), 2001, pp. 361-374.

Jeffrey Pfeffer, "Human Resources from an Organizational Behavior Perspective: Some Paradoxes Explained," <u>Journal of Economic Perspectives</u>, Vol 21, No. 4 (Fall, 2007), pp. 115-134.

Unit 4 Wed. April 9th -23rd(3 weeks)

Freedom and Democracy in a World of Multi-National Corporations

[Note: Tuesday May 5 is the first day of the reading period. Material in the final week is due on Monday, rather than on Tuesday – however, assignments for the final week will be accepted up to the usual time on Tuesday May 5 without a penalty for lateness.]

Topic 4-1 April 9th

Gay, Peter, "Liberalism," Microsoft Encarta Online Encyclopedia, 2008.

William E. Hudson, <u>American Democracy in Peril</u>, 3rd edition, (New York: Seven Bridges Press, 2001), part of Chapter 1, "Models of Democracy," pp. 1-18.

Milton and Rose Friedman, Free to Choose: A Personal Statement (New York: Harcourt Brace, Harvest edition, 1979), "The Power of the Market," pp. 9-11 and 64-67.

Topic 4-2 April 17th

George Lakoff, Whose Freedom: The Battle Over America's Most Important Idea, (New York: Farrar, Straus and Giroux, 2006), Chapter 5, "Progressive Freedom: The Basics," pp. 73-81 and 85-94.

Jack Metzgar, <u>Striking Steel: Solidarity Remembered</u> (Philadelphia: Temple University Press, 2000). "Getting to 1959," first part pp. 17-39.

David C. Korten, When Corporations Rule the World, 2nd ed. (West Hartford: Kumarian Press, 2001), part of Chapter 5, pp. 75-80.

Topic 4-3 April 23rd

Richard Freeman and James L. Medoff, Excerpt from "The Two Faces of Unionism," Public Interest, No. 57 (Fall, 1979), pp. 69-76.

Paula B. Voos, "Industrial Relations and Democracy," IRRA Presidential Address, in Proceedings of the Fifty-Fourth Annual Meeting, Industrial Relations Research Association, San Diego, CA, January 3-5, 2004.

Elaine Bernard, "Creating Democratic Communities in the Workplace," in <u>A New Labor Movement for a New Century</u>, ed. by Gregory Mantsios (New York: Monthly Review Press, 1998).

April 30th last day of regular classes.

Final Exam date to be announced: May 3rd-May9th