PERSPECTIVES ON LABOR STUDIES
RUTGERS UNIVERSITY
NEW BRUNSWICK
Spring 2011

Class: Mondays, 6:10-9 pm
Scott Hall, Room 204

Professor: Lisa Schur
37:575:395:01
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Office: Labor Education Center, Room 150B
Phone: 732-932-1743
Office hours: By appointment

Course Expectations and Requirements

This course will explore important topics in labor studies. We will read and compare classic writings on economic, social, and political theory, as well as current theories and research. Through these writings we will analyze historical developments and view current events and problems from new angles. You will have the opportunity to examine some of the major issues in the field and to decide what you think about them. This class is designed to strengthen your ability to summarize texts, pick out key ideas, read critically, formulate arguments, debate different points of view, and work in groups.

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 will 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 (it is rude and distracting, and you won't learn as much). If you have a health problem or another emergency that requires you to miss a class, please inform the professor 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. Explain your views. Don't be afraid to ask questions! Also listen – don't monopolize the discussion or ignore other views.

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 professor, who will post them on Sakai for the whole class. Information on current events may be gleaned from newspapers, magazine articles, websites, or television programs.

You should hand in a hardcopy of your summaries in class, and also submit an electronic 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. Attendance, the weekly summaries of the readings, 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 37:575:395:01 Sp11"
4. Click on "Resources" at the left
5. Click on the folder titled "Perspectives on Labor Studies 37:575:395:01 Sp11 Resources"
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 paper 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 24

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

Second week: January 31

An Initial Contrast in Perspective:

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

Karl Marx and Friedrich Engels, The Communist Manifesto, Part 1 as excerpted in Simeon Larson and Bruce Nissen, Theories of the Labor Movement (Detroit: Wayne State University Press, 1987) pp. 28-35.

Rius, Marx for Beginners (London: Two Continents Publishing Group, 1976), pp. 127-140.

Third Week: February 7

Exploitation and Alienation

Selected readings from Karl Marx, The Economic and Philosophical Manuscripts and Capital: A Critical Analysis of Capitalist Production

Rius, Marx for Beginners (London: Two Continents Publishing Group, 1976), pp. 73-83.

Edward S. Herman, "Karl Marx and the Reopening of His System," excerpt from New Politics.

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

Fourth Week: February 14

Scientific Management and Human Relations

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

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

Edwin A. Locke, "The Ideas of Frederick W. Taylor: An Evaluation," Academy of Management Review, Vol. 4, No. 1 (1982), pp. 14-24.

Harry Braverman, Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century (New York: Monthly Review, 1974), Chapter 4, pp. 85-122.

Fifth Week: February 21

Motivating and Managing Employees

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

Abraham H. Maslow, "A Theory of Human Motivation," an excerpt from an article of the same title, Psychological Review, 50 (1943) in J. Steven Ott, ed. Classic Readings in Organizational Behavior (Pacific Grove, CA: Brooks/Cole, 1989), pp. 35-58.

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

Sixth Week: February 28

Race and the Labor Market

Studs Terkel, Race: How Blacks and Whites Think and Feel About the American Obsession (New York: The New Press, 1992), pp. 271-280.

ASA Series on How Race and Ethnicity Matter, "Race, Ethnicity, and the American Labor Market: What's at Work?" June 2005, pp. 1-14

William Julius Wilson, "Race-specific Policies and the Truly Disadvantaged," (Chicago: University of Chicago Press, 1987), pp. 109-124

Barbara Bergmann, In Defense of Affirmative Action (New York: Basic Books, 1996), pp. 1-31.

New York Times, "1 in 100 U.S. Adults Behind Bars, New Study Says," Feb. 28, 2008.

Optional: Barack Obama speech on race, March 18, 2008: Either read text on Sakai website, or watch video at http://www.youtube.com/watch?v=pWe7wTVbLUU

Optional: W.E.B. DuBois, "The Souls of Black Folk," in American Political Thought, Fifth Edition (Washington, D.C.: CQ Press, 2004), pp. 329-334.

Optional: Studs Terkel obituary

Seventh Week: March 7

First Exam

Eighth Week: March 21

First exams to be returned and discussed.

Democracy and Social Capital

Anthony Weston, A Rulebook for Arguments (Indianapolis, IN: Hackett Publishing, 2000), pp. 1-39. *Use for analyzing arguments of Putnam, Estlund, and Schur et al.*

Robert Putnam, "Tuning In, Tuning Out: The Strange Disappearance of Social Capital in America," PS: Political Science and Politics, Dec. 1995, pp. 664-683.

Cynthia Estlund, "Working Together: Crossing Color Lines at Work," Labor History, 46(1), February 2005, pp. 79-98.

Lisa Schur, Adrienne Eaton, and Saul Rubinstein, "High Performance Work Systems and Political Efficacy: A Tale of Two Departments," Proceedings of the 56th Annual Meeting. Champaign, IL: Industrial Relations Research Association, 2004, pp. 1-11.

Ninth Week: March 28

Education and the Labor Market

Guest speaker: David Finegold, Dean, School of Management and Labor Relations

Readings to be announced

Tenth Week: April 4

Paper topics due

Gender and Disability in the Labor Market

Arlie Hochschild, Second Shift (New York: Avon Books, 1989), Chapters 1-2, pp. 2-21.

Oriel Sullivan and Scott Coltrane, "Men's Changing Contribution to Housework and Child Care," 11th Annual Conference of the Council on Contemporary Families, April, 2008, University of Illinois, Chicago, pp. 1-4.

Barbara W. Ehrenreich and Arlie Hochschild, Global Woman: Nannies, Maids, and Sex Workers in the New Economy (Holt paperbacks, 2004), Introduction pp. 1-13.

Joseph Shapiro, No Pity: People with Disabilities Forging a New Civil Rights Movement (New York: Three Rivers Press, 1994), Chapter 1, pp. 12-40 required, Chapter 4, pp. 105-141 optional.

Lisa Schur, "Is There Still a 'Double Handicap'? Economic, Social, and Political Disparities Experienced by Women with Disabilities," in Bonnie G. Smith and Beth Hutchinson, eds., Gendering Disability (New Brunswick, NJ: Rutgers University Press, 2004), pp. 253-271.

Eleventh Week: April 11

The Role of the Corporation

Excerpt from film to be shown in class, "The Corporation"

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.

David C. Korten, When Corporations Rule the World. 2nd ed. (West Hartford: Kumarian Press, 2001), pp. 59-80.

R. Ed Freeman, "A Stakeholder Theory of the Modern Corporation," in Norman E. Bowie and Thomas L. Beauchamp, eds, Ethical Theory and Business (Englewood Cliffs, NJ: Prentice Hall, 1994), pp 66-74.

Seeger, M. W. and R. R. Ulmer, "Virtuous Responses to Organizational Crisis: Aaron Feuerstein and Milt Cole," Journal of Business Ethics 31(4), 2001, pp. 369–376.

Optional: Milton Friedman obituary

Twelfth Week: April 18

The Role of Unions in a Changing Society

Richard Freeman, "Where Have All the Unions Gone?" in America Works (New York: Russell Sage Foundation, 2007), pp. 75-92.

Charles Heckscher, "Living with Flexibility," in Strategies for Renewal: Transforming the Labor Movement in the 1990's and Beyond. Lowell Turner, Harry Katz and Rick Hurd (eds.), Ithaca: Cornell University Press, 2001, pp. 59-81.

Dorothy Sue Cobble, "Lost Ways of Unionism: Historical Perspectives on Reinventing the Labor Movement," in Strategies for Renewal: Transforming the Labor Movement in the 1990's and Beyond. Lowell Turner, Harry Katz and Rick Hurd (eds.), Ithaca: Cornell University Press, 2001, pp. 82-96.

Optional: Jack Metzgar, "Getting to 1959," Striking Steel: Solidarity Remembered (Philadelphia: Temple University Press, 2000), pp. 17-39.

Optional: Rick Fantasia and Kim Voss, "Practices and Possibilities of a Social Movement Unionism," Hard Work (Berkeley, CA: University of California Press, 2004), pp. 120-150.

Thirteenth Week: April 25

Inequality and the Future of Work: High-road and Low-road Employment Strategies

Richard Freeman, "Distribution Matters," in America Works (New York: Russell Sage, 2007), pp. 41-57.

Katherine Newman and Victor Tan Chen, "Introduction" in The Missing Class: Portraits of the Near Poor in America (Boston: Beacon Press, 2007), pp. 1-9.

Steven Greenhouse, The Big Squeeze: Tough Times for the American Worker (New York: Alfred Knopf, 2008), "Wal-Mart: The Low-wage Colossus," pp. 135-157, "Taking the High Road," pp. 158-183.

Fourteenth Week: May 2

Final papers due
Second Exam – covering material since the midterm