



RUTGERS

UNIVERSITY | NEW BRUNSWICK

School of Management & Labor Relations

Perspectives - Fall 2021

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Virtual Office Hour: **Wednesdays, 2:00 PM - 3:00 PM (EST), through ZOOM**

Class Mode: **Fully Online, Asynchronous**

Course Overview



is the “upper-division theory class” for all Labor Studies and Employment Relations majors.

Theory can be fun. It is how people make sense of the world. It is about what they believe. Yes, it is about big ideas. But it is also surprisingly practical. It can influence how we understand our own lives and it often shapes the advice we give to employers, to public policy-makers, and to unions. In short, theory can help shape political and social action.

This class is called **Perspectives** because, in fact, our field does not have one unified theoretical framework. It uses multiple theories; various vantage-points on work taken from sociology, economics, psychology, history, industrial relations, political science, human resource management, organizational behavior, and even the humanities. Multiple ways of “seeing the world of work” are useful because each provides unique insights.

Course Learning Objectives

At completion of this course, you should be able to:

- engage with the intellectual tradition in labor & employment relations,
- link classic authors' work and current professional theory

- debate with your fellow scholars and decide what you think about some of the big issues in the field, and
- develop reading skills for analytical insight, summarize texts, communicate ideas, writing clearly and concisely

Read each section carefully. Note: if you are new to Canvas, complete the Canvas tutorials under [Course Tools Tutorials](#).

[Course Delivery Format](#)

[Course Structure](#)

[Student Responsibilities](#)

[Computer/Software/Apps/Accessories Requirement](#)

[Course Materials](#)

[Methods of Evaluation/Grading Policy](#)

[Discussion Forum Post Expectations](#)

[Late Assignments](#)

[Special Needs Accommodations](#)

[Student Affairs - Office of the Dean of Students](#)

[Student Health & Wellness Services](#)

[Technical Support](#)



[Student Code of Conduct](#)

[TurnItIn Statement](#)

[Academic Integrity](#)

[Student Learning Support Services](#)

Proceed to [Learning Support Resources](#) and review the resources before starting the course module (Week 1) activities.

Course Structure

The course is structured by weekly modules. Each week begins with a "To Do" page and is comprised of:

- Brief introduction of the topic for that week
- Learning Objectives for the week
- Learning Materials
 - Readings (PDFs, links to website articles, other)
 - Lectures
 - Multimedia (interviews, podcasts, TedTalks, or other)
- Learning Activities
 - Discussion
 - Assignment
- Assessments (graded activities)
 - Discussion forums. You are required participate in at least 10 of these 12 discussions forums, and will receive extra credit for participating in more than 10. Participation includes your initial post and responding to two of your classmates' posts.
 - Current events assignments. You will submit two current events articles with short summaries and discussions by the end of Weeks 6 and 12.

The course is divided into 15 weeks:

- ▶ Week 1 (September 1 - 5): Introduction
- Week 2 (September 6 - 12): An Initial Contrast in Perspective
- Week 3 (September 13 - 19): Exploitation and Alienation
- Week 4 (September 20 - 26): Markets & Institutions
- Week 5 (September 17 - October 3): Motivation
- Week 6 (October 4 - 10): Motivation (continued)
- Week 7 (October 11 - 17): First exam
- Week 8 (October 18 - 24): Race, Society, and the Labor Market
- Week 9 (October 25 - 31): Gender, Society, and the Labor Market
- Week 10 (November 1 - 7): Disability, Society, and the Labor Market
- Week 11 (November 8 - 14): The Role of the Corporation
- Week 12 (November 15 - 21): Inequality
- Week 13 (November 29 - December 5): Unions in a Changing Society
- Week 14 (December 6 - 12): Strategies
- Week 15 (December 13 - 20): Second exam