Course Syllabus

School of Management & Labor Relations
Perspectives - Fall 2021
Professor ~ Lisa Schur, E-mail: lschur@smlr.rutgers.edu

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