

PERSPECTIVES ON LABOR STUDIES, Fall 2021
RUTGERS UNIVERSITY
37:575:395
Teresa Poor, Instructor – teresa.poor@rutgers.edu

This course will allow students at the end of their studies in labor and employment relations to take a broader perspective on some of key concepts and issues related to labor. Students will explore historical and contemporary scholarship that will challenge assumptions and deepen understanding of issues like the divisions of labor, interests, wealth, work and leisure, opportunity and inequality, and power and freedom. Students will be asked to: 1) read the assigned scholarship for the arguments and to take a position on those arguments, 2) scrutinize the argument and its relationship to the evidence, 3) participate in discussions, and 4) reflect on the issues through writing. Throughout the course, we will notice that the boundaries between the workplace and its outside are blurred.

HEALTH AND SAFETY

In order to protect the health and well-being of all members of the University community, masks must be worn by all persons on campus when in the presence of others (within six feet) and in buildings in non-private enclosed settings (e.g., common workspaces, workstations, meeting rooms, classrooms, etc.). Masks must be worn during class meetings; any student not wearing a mask will be asked to leave. Masks should conform to CDC guidelines and should completely cover the nose and mouth: <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-facecoverings.html> Each day before you arrive on campus or leave your residence hall, you must complete the brief survey on the My Campus Pass symptom checker self-screening app.

LEARNING OBJECTIVES and INCLUSION

By the end of the course, students will be able to demonstrate learning in the areas below.

School of Management and Labor Relations

- Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal IV)

Department of Labor Studies and Employment Relations

- Demonstrate an understanding of the perspectives, theories and concepts in the field of labor and employment relations. (Goal 1)

Additional course objectives from the instructors

- Identify 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 insights

Reasonable Accommodation Requests

Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation: <https://ods.rutgers.edu/students/documentation-guidelines>. If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>.

COURSE READINGS

All course readings will be posted on Canvas.

September 2 - Introduction

IN CLASS ASSIGNMENT

- Introduction
- Review the syllabus.
- Discuss class mechanics

September 9: The Analytic Framework

READINGS DUE

- “A Framework for Analyzing Labor Relations”, *Labor Relations in a Globalizing World* (2015)

IN CLASS ASSIGNMENT

- Discuss Syllabus and create groups.
- Watch movie: to be announced

September 16: Thinking about “Economics”

READINGS DUE

- “Who Wants to be an Economist?” and “See the Big Picture”, *Doughnut Economics: 7 Ways to Think Like a 21st Century Economist*, Kate Raworth, 2017.

IN CLASS ASSIGNMENT

- Weekly entry due.

September 23: Interests and Value

READINGS DUE:

- Chapters 1, 2, and 3, *An Inquiry into the Nature and Causes of the Wealth of Nations*, by Adam Smith, 1776.
- “Nurture Human Nature: From Rational Economic Man to Social Adaptable Humans”, *Doughnut Economics: 7 Ways to Think Like a 21st Century Economist*, Kate Raworth, 2017.

IN CLASS ASSIGNMENT:

- Weekly Entry due
- Facilitation due.

September 30: Government and the Economy

READINGS DUE:

- “The Intellectual History of a Dangerous Idea: 1962-1942”, *Austerity: The History of a Dangerous Idea*, by Mark Blyth, 2015.
- “The State Behind the iPhone”, *The Entrepreneurial State: Debunking Public v. Private Sector Myths*”

IN CLASS ASSIGNMENT:

- Weekly entry due
- Facilitation due.

October 7: Worshipping Price and Fearing Democracy

READINGS DUE

- “Employment and Independence”, in The Constitution of Liberty, by Friedrich A. Hayek (1960).
- “The Power of the Market”, pgs. 13-27, in Free to Choose: A Personal Statement, by Milton and Rose Friedman (1979).

IN CLASS ASSIGNMENT

- Weekly entry due.
- Facilitation due.

October 14: Labor Creates Value, Owns Property, and Demands More

READINGS DUE:

- Chapters 4, 5, 6, and 10 – Section 1- A Critique of Political Economy: Capital, Vol. 1, by Karl Marx (1867)
- “What Does Labor Want?”, by Samuel Gompers (1893).

IN CLASS ASSIGNMENT

- Weekly entry due.
- Facilitation due.

October 21 : Unpaid Claims

READINGS DUE:

- “The Case for Reparations”, by Ta-Nehisi Coates, *The Atlantic*, June, 2014.
- Selected readings from The Second Shift, by Arlie Hochschild.

IN CLASS ASSIGNMENT

- Weekly entry due.
- Facilitation due.

October 28: The Absence of Paid Work

READINGS DUE

- “Kellogg’s Six-Hour Day: A Capitalist Vision of Liberation through Managed Work Reduction”, by Benjamin Hunnicutt
- “When Work Disappears: New Implications for Race and Urban Poverty in the Global Economy”, by William Julius Wilson.

IN CLASS ASSIGNMENT

- Weekly entry due.
- Submit questions for class discussion.

November 4: Emotional Work

READINGS DUE

- Selected readings from *Managed Heart: The Commercialization of Feelings*, by Arlie Hochschild.

IN CLASS ASSIGNMENT

- Facilitation due.
- Weekly Entry due.

November 11: Organizing the Company- Management, Efficiency, and Control

READINGS DUE

- Selected chapters from *The Palgrave Handbook of Management History*.
- “The Rise of Shareholder Value Thinking”, in *The Shareholder Value Myth: How Putting Shareholders First Harms Investors, Corporations, and the Public*, by Lynn Stout, 2012.

IN CLASS ASSIGNMENT

- Weekly entry due.
- Facilitation due.

November 18: Organizing workers – Solidarity and Mutualism

READINGS DUE

- “Worker Mutualism in an Age of Entrepreneurial Capitalism”, by Dorothy Sue Cobble. *Labour and Industry: A Journal of Social and Economic Relations at Work*. Volume 26, 2016
- Section 7 of the National Labor Relations Act
- Selected chapters from *Rivthead: Tales from the Assembly Line*, by Ben Hamper.
- “Shiftless of the World – Unite!”, from *Race Rebels*, by Robyn D. G. Kelley.

IN CLASS ASSIGNMENT

- Weekly entry due.
- Facilitation due.

December 2 –Bureaucracy

READINGS DUE

- “Bureaucracy”, selected passages, by Max Weber.
- “Uses of Industrial Power”, by David Brody
- Selected readings on Scientific Management

IN CLASS ASSIGNMENT

- Weekly entry due
- Facilitation due.

December 9: Social Movements and Protests, and review for Final

READINGS DUE:

- Selected readings from *Poor Peoples' Movements: How They Succeed, Why They Fail*.

IN CLASS ASSIGNMENT

- Weekly entry due
- Hand out final and review.

December , 2021 – FINAL DUE, Midnight, December 23, 2021

CLASS ASSIGNMENTS, GRADING, Etc.

Attendance

Attendance will be taken. However, due to pandemic conditions and its related uncertainties, students who are told to quarantine, or are experiencing symptoms of any transmittable disease, should remain at home and should not attend in-person class meetings. Documentation is not required from students to excuse absences. Such documentation will be difficult to secure and requiring it may lead to potentially infected students coming to campus to avoid academic penalties. If students need to be absent for an extended period of time, the Professor will work with the student to set up alternative access to the class. If students miss only one or two classes, the Professor and the students will work out a method to make up the work.

Weekly Entries (5 points per entry)

You will turn in a short response to the readings. The response will include: 1) answers to questions posed by the professor; 2) your reflections and thoughts on the topic; and 3) your attempt to connect elements of the reading or the week's topic to current events.

Class Participation and Facilitation Assignment (150):

The Group and Participation (50 points)

Students will be broken down into separate Groups on the second day of class. Students will remain in these Groups for the entire semester. Students who are not facilitating discussion must nonetheless be prepared to discuss the materials. The “weekly entries” will help students to prepare for discussion.

The Group Facilitator Assignment (100 points)

During the semester, one student in each group will act as the facilitator. This facilitator role will rotate throughout the semester. The student who acts as the facilitator must do the following:

- a. The facilitator is responsible for leading the other students in the group through that week's reading assignment.
- b. By 11:55 p.m. on the Tuesday before each class, the facilitator will submit his or her typed answers to his or her assigned questions (posted on Sakai) and will upload the answer to the "Assignment" site. I will review and comment on that answer by Thursday morning. My review and comments will be given to the facilitator and will be geared toward helping the facilitator lead the group discussion scheduled for later that night.
- c. The facilitator will then lead the group discussion and stand before the larger class to present the group's answers

Take Home Final (100 points)

You will be given one take-home final. It will be a short answer/short essay final that will help you retain some of the core concepts.

"Office Hours"

Please let me know if you want to meet with me. I will schedule a Zoom meeting.

Timeliness and Academic Integrity

All assignments must be submitted by the scheduled due date and time. Assignments may be turned in one week from that due date and time; however, those late assignments will be docked points. I will not accept assignments that are turned in any later than one week past due the date.

Please also review Rutgers University's Academic Integrity policy. Visit academicintegrity.rutgers.edu for information on this policy. The policy must be applied in this class. Thanks.