People, Work, and Organizations 37:575:230:90

Instructor: Mingwei Liu
To Interact: Send a message via Canvas Inbox messaging tool

This course is taught 100% online using the Canvas.
Canvas login: https://onlinelearning.rutgers.edu/canvas-login

Learning Objectives
The students in School of Management and Labor Relations are able to:
- Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal IV)
- Demonstrate an understanding of how to apply knowledge necessary for effective work performance. (Goal V)

The students in Labor Studies and Employment Relations Department are able to:
- Understand different theories about human culture, social identity, economic entities, political systems, and other forms of social organization. (Goal 1).
- Employ tools of social scientific reasoning to study particular questions or situations, using appropriate assumptions, methods, evidence, and arguments. (Goal 2).

Course Description
This class will look at the key issues in the management of people, primarily in for-profit corporations in the United States. It will not teach detailed management techniques and methods. Instead, we will discuss theoretical concepts that will help us understand and analyze real world challenges in the changing workplace.

Key questions and themes include:
- What is work, what is a workplace and what is an organization?
- Why should organizations put people first for success and sustainability?
- How and why are organizations changing?
- What are the incentives in the workplace for workers and managers?
- What are the effects of new forms of work organization such as temping, freelancing and outsourcing on workers and organizations?
Course Requirements

Readings and Other Resources
There are no required books for this course. Readings will be posted on Canvas.

Assignments and Assessments

<table>
<thead>
<tr>
<th></th>
<th>Exams</th>
<th>40 points</th>
<th>Midterm (Week 1 – 7): 20 points</th>
<th>Final exam (Week 9 – 14): 20 points</th>
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</thead>
<tbody>
<tr>
<td>Short Assignments</td>
<td>16</td>
<td>4 @ 4 points each</td>
<td></td>
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<tr>
<td>Forums</td>
<td>24</td>
<td>6 @ 4 points each</td>
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<tr>
<td>Writing Assignments</td>
<td>14</td>
<td>2 @ 7 points each</td>
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<tr>
<td>Polls</td>
<td>6</td>
<td>3 @ 2 points each</td>
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<tr>
<td>TOTAL</td>
<td>100</td>
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Exams
Worth 40 points (Midterm: 20, Final exam: 20)
Students are assessed on knowledge gained weeks 1 – 7 and then 10 – 14. Exams involve true/false, multiple choice, and short essay. Exams are timed.

Short Assignments
Worth 16 points
Four short assignments, each 4 points
250 ~ 300 Words

Forums
Worth 24 points
Forums 1 – 6 – each 4 points
Students are organized into discussion groups of 6 – 10 members.
Forums open Wednesday; Closes Tuesday 11:59 pm. (No late submission will be accepted)
Post at least two times (upload one original post [150 ~ 200 words] and reply to one or more of your classmates' posts [more than one sentence]) about each topic.
Discussions are post first; students must make an original comment before viewing content of other discussion group comments.

Writing Assignments
Worth 14 points
Two writing assignments, each 7 points
2 ~ 3 pages (Use a 12-point font, double spaced);

Polls
Worth – 6 points
Three polls, each 2 points
Course Policies

Message Checking Policies
Messages Sent to Instructor’s Canvas Inbox
Unless students receive advance notification, the instructor will check his Canvas Inbox by 18:00 pm ET on regular workdays. (This excludes Weekends and Spring Break) If a student sends a comment or question, the instructor will address the contents of the message within 24 hours.

Messages Sent to Student Canvas Inbox
It is the responsibility of the student to regularly check for incoming course messages. Messages are always sent through the Canvas messaging system. Students will receive a notification when a new message has been sent to his/her Canvas inbox. Forgetting or being unable to check for messages in one’s Canvas inbox is not an excuse.

Weekly Messages
A weekly message will be uploaded into the announcements area of the course Tuesday mornings. Reviewing the weekly message is a required activity. Weekly Messages present timely information on course activities/assignments and content.

Taking Exams and Forum Engagement
Exams may be taken anytime between the open and close day and time. Exams must be completed by 11:59 pm on the close date. Once a student logs into the exam area, the quiz must be completed in one sitting.

All students are responsible for offering 2 comments in forum discussions. When a student does not participate fully or at all by 11:59 pm on the day the commenting period closes, points cannot be made up.

Late Submission Policy – Short Assignments and Writing Assignments
Assignments can be submitted up until 11:59 pm on the stated due date with no penalty. Late assignments will be accepted. But your grade for a late assignment will be lowered by 20% for each day past its due date.

Things happen. When you don’t have to attend a class session in person, it’s easy to let a situation in your personal or professional life get in the way of online course work. In addition, remember the first rule in computer use: the computer or Internet connection will not act up at the most critical time. Because “things happen” it’s a best practice not to wait until the last minute to take the quizzes, submit a Forum comment, or upload a Portfolio or writing assignment.

Contact the Canvas 24/7 toll free helpdesk if you experience any technical problems that prohibit you from completing an assignment. Technical problems are not a valid excuse for missing a due date. Contact information is located on the front page of the syllabus and in various locations in the course. (Course Homepage, Course Tools page.)
**Grading**

Each assignment is worth a certain number of points as identified in the assignments section of the syllabus. Highest number of points a student can earn is 100. Points accumulate to determine final grade. **Decimal points will not be rounded.** For example, your final grade is B+ if you earn 89.99. It is your responsibility to monitor your grade and take steps to improve it.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Points Range</th>
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<tbody>
<tr>
<td>A</td>
<td>100 – 90</td>
</tr>
<tr>
<td>B+</td>
<td>89.99 – 85</td>
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<tr>
<td>B</td>
<td>84.99 – 80</td>
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<tr>
<td>C+</td>
<td>79.99 – 75</td>
</tr>
<tr>
<td>C</td>
<td>74.99 – 70</td>
</tr>
<tr>
<td>D</td>
<td>66.99 – 60</td>
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<tr>
<td>F</td>
<td>59.99 – 0</td>
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**Students with Disabilities**

To receive consideration for an accommodation, students with a disability must send their letter of accommodation to their instructors and discuss the needed accommodation(s) as early in the semester as possible. For more information regarding the process of applying for a letter of accommodation:

https://ods.rutgers.edu/students/documentation-guidelines
https://ods.rutgers.edu/students/registration-form

**Academic Integrity**

Conduct yourself in accordance with the Rutgers University Academic Integrity policy.

http://academicintegrity.rutgers.edu/academic-integrity-at-rutgers/
Schedule by Week

Week 1 Introduction (Jan.18-Jan.24)
- Go over the syllabus and familiarize yourself with the course requirements.
- Take some time to learn basic functions on Canvas. Make sure if you have any Canvas related issues you resolve them for your and the instructor’s convenience. Watch the instructional videos about the use of Canvas.

Assignments
- Forum 1: Introduce yourself in a few sentences and provide an overview of your background and experience, including your current job if any.
- Poll 1: Think about your dream job. Why do you want to get the job?

Week 2 What is “people” strategy? (Jan.25-Jan.31)

Readings
- PowerPoint

Videos

Assignments
- Short Assignment 1: Choose a grocery store or supermarket where you have shopped. What is your shopping experience at this store such as price, quality, and customer service? Why do you like or dislike shopping at this store? In your opinion, has this store adopted any aspect of the Good Job Strategy described by Zeynep Ton? Please give specific reasons and examples to support your answer.

Week 3 What is work? (Feb.1-Feb.7)

Readings
- PowerPoint

Assignments
- Forum 2: Is working from home good for companies and employees? Do you like working from home? Why or why not?
- Poll 2: Is work a curse or a freedom?

Week 4 Why do people work? (Feb.8-Feb.14)

Readings
- PowerPoint

Information in this document is preliminary, subject to change

Videos
• Schwartz, B. (2014). The Way We Think about Work is Broken., TED https://www.ted.com/talks/barry_schwartz_the_way_we_think_about_work_is_broken
• Ariely, D., (2012), What makes us feel good about our work?, TED https://www.ted.com/talks/dan_ariely_what_makes_us_feel_good_about_our_work

Assignments
• Poll 3: What motivates you to work/study hard?
• Forum 3: Do you agree or disagree with the following statement? Monetary incentives are the most powerful to motivate employees. (Note. Your choice [agree vs. disagree] will not affect the evaluation).

Week 5 What is an organization? (Feb.15-Feb.21)

Reading
• PowerPoint
• Nohria, Nitin “Note on Organizational Structure.”
• Sorensen, J. “Note on Organizational Culture”

Videos
• Seth Godin 2014. This is broken. https://www.youtube.com/watch?v=nZiDS-4Xd2k
• Why Zappos Pays New Employees to Quit—And You Should Too https://www.youtube.com/watch?v=cQLTQAv5JQA

Assignments
• Short Assignment 2: Watch the video “Why Zappos Pays New Employees to Quit” and answer the following questions:
  1. Why would Zappos offer to pay its employees to quit?
  2. Why is the fit between employee and company values so important to Zappos and its customer service strategy?

Week 6 The Unionized Workplace (Feb.22-Feb.28)

Readings
• PowerPoint
• Sherk, J., (2014), The Argument that Most Workers are Better off without Unions, Washington Post

Videos
• Labor Unions: History of Unions & Collective Bargaining https://www.youtube.com/watch?v=-yZFcskizd4
• Bernie Sanders Explains Unions to Young People [Link]
• Milton Friedman – The Real World Effects of Unions [Link]

Assignments
• Writing Assignment 1: Answer the following questions in a short essay. 1) What do unions do for workers? 2) What are the pros and cons of labor unions? 3) Why is union membership declining in the U.S.?

Week 7 Skills and Jobs in the “New” Economy (Mar.1-Mar.7)

Readings
• PowerPoint
• Shapiro, R., (2018). The new economics of jobs is bad news for working-class Americans, Brookings Institution.
• Work with the interactive map and related materials developed by NPR Planet Money to learn about the trajectory of the most common jobs in the U.S., over time and state by state. [Link]

Videos
• Why Job Seekers Don’t Land Jobs [Link]

Assignments
• Short Assignment 3: Identify three jobs that did not exist a decade ago. What do they have in common? How do you prepare yourself for the changing jobs in the “new” economy?

Week 8 Mid-Term Exam (Mar.8-Mar.14)

Spring Break (Mar.15-Mar.21)

Week 9 Restructuring and Offshore Outsourcing (Mar.22-Mar.28)

Readings
• PowerPoint

Videos
• Apple Chinese Factory [Link]

Assignments
• Forum 4: Watch the video “Apple Chinese Factory”. What caused Foxconn suicides? Should
Apple be responsible for the suicides? Why or why not?

**Week 10 The Gig Economy (Mar.29-Apr.4)**

**Readings**
- PowerPoint
- Hyken, S. (2018), The Gig Economy Opens the Door for Employment Opportunities, Forbes
- Heller, N. (2017), Is the Gig Economy Working?, New Yorker
- Editorial Board, (2017), The Gig Economy’s False Promise, New York Times

**Videos**
- Here’s How the Gig Economy Could Work, CNBC
  [https://www.youtube.com/watch?v=4V4jTJkOFE](https://www.youtube.com/watch?v=4V4jTJkOFE)
- Uber Drivers: Are They Employees or Contractors?, Bloomberg
  [https://www.youtube.com/watch?v=umQQ-9c5XLU](https://www.youtube.com/watch?v=umQQ-9c5XLU)
- Not Uber, Not TaskRabbit: Inside The Real Gig Economy, NBC news
  [https://www.youtube.com/watch?v=FGCG6JTCb0c](https://www.youtube.com/watch?v=FGCG6JTCb0c)
- Americans Future Job Market
  [https://www.youtube.com/watch?v=-OVpafJuIYI&tt=6s](https://www.youtube.com/watch?v=-OVpafJuIYI&tt=6s)
- Labor’s Response: Freelancers Union
- Labor’s Response: Worker Centers
  [http://www.youtube.com/watch?v=3sqZToelOw](http://www.youtube.com/watch?v=3sqZToelOw)

**Assignments**
- Forum 5: In your opinion, are Uber drivers employees or independent contractors? Explain why.

**Week 11 Corporate Social Responsibility (Apr. 5 - Apr. 11)**

**Readings**
- PowerPoint

**Videos**
- What is a corporation?
  [https://www.youtube.com/watch?v=KMNZXV7jOGQ](https://www.youtube.com/watch?v=KMNZXV7jOGQ) (watch 11:00-17:00)
  [https://www.ted.com/talks/michael_porter_why_business_can_be_good_at_solving_social_problems](https://www.ted.com/talks/michael_porter_why_business_can_be_good_at_solving_social_problems)
- Milton Friedman on Self-Interest and the Profit Motive
  [https://www.youtube.com/watch?v=iPqdRqacpFk&index=3&list=PLEDBC45346CFEE362](https://www.youtube.com/watch?v=iPqdRqacpFk&index=3&list=PLEDBC45346CFEE362)
- IBM Study

*Information in this document is preliminary, subject to change*
Assignments

- Forum 6: Do you agree or disagree with the following statement? “There is one and only one social responsibility of business—to use it resources and engage in activities designed to increase its profits.” (Note. Your choice [agree vs. disagree] will not affect the evaluation).

Week 12 Regulating Global Value Chains (Apr. 12 - Apr. 18)

Readings

- PowerPoint
- Witte, J. M. Realizing Core Labor Standards

Videos

- Starbucks’s Coffee Commodity Chain https://www.youtube.com/watch?v=osW9dfueb_4
- Walmart Supply Chain https://www.youtube.com/watch?v=yZC4neLax5o
- Nike Sweatshops: Behind the Swoosh https://www.youtube.com/watch?v=M5uYCWVfuPQ

Assignments

- Writing Assignment 2: Answer the following questions in a short essay. 1) Should there be minimum global standards applied to all global industries? 2) If no, explain why not. If yes, what possible mechanism can be developed to implement the global labor standards? (Note. Your choice [yes vs. no] will not affect the evaluation).

Week 13 Future of Work (Apr. 19 - Apr. 25)

Readings

- Work with the interactive map and related materials developed by McKinsey to learn about the potential impact of automation on work, sector by sector https://public.tableau.com/profile/mckinsey.analytics#!/vizhome/AutomationBySector/WhereMachinesCanReplaceHumans

Videos

- Susskind, D., (2017), 3 myths about the future of work, TED https://www.youtube.com/watch?v=2j00U6lUC-c
- March of the Machines https://www.youtube.com/watch?v=w2IDmF8ZShI
- 15 Jobs That Will Disappear In The Next 20 Years Due To AI https://www.youtube.com/watch?v=r211u89eUaY

Assignments

- Short Assignment 4: How will AI (artificial intelligence) change the workplace?