

PERSPECTIVES ON LABOR STUDIES, Fall 2022

RUTGERS UNIVERSITY

37:575:395

Teresa Poor, Instructor – teresa.poor@rutgers.edu or send email through Canvas site

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.

January 20 - Introduction

IN CLASS ASSIGNMENT

- Introduction
- Review the syllabus.
- Discuss class mechanics

January 27: The Analytic Framework

READINGS DUE

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

IN CLASS ASSIGNMENT

- Discuss Syllabus and make assignments
- Watch movie: to be announced

February 3: 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.

February 10: Considering Political Economics, Part 1

READINGS DUE

- Selected readings from Adam Smith's *The Wealth of Nations*
- "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 assignment due.

February 17: 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.

February 24: 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.

March 3: Considering Political Economics, Part 2

READINGS DUE:

- Selected readings from Karl Polanyi

IN CLASS ASSIGNMENT:

- Weekly entry due
- Facilitation due.

March 10: 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.

March 24: 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.

March 31: Emotional Work

READINGS DUE

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

IN CLASS ASSIGNMENT

- Facilitation due.
- Weekly Entry due.

April 7: 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.

April 14: 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.

April 21: 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.

April 28: 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.

May 5, 2022 – FINAL DUE, midnight, May 5, 2022

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 Assignment (100)

Once during the semester, you will help the Professor lead class discussion by giving a short presentation on the assigned reading. The professor will provide questions to guide your presentation, and the presentation will be based on the readings assigned for the week. Your written answer will be due on the Wednesday before each class. Prior to the class, the Professor will provide you with feedback on your written answer/presentation. Then, during class, you will give a brief presentation on the readings. You will be graded on your written answer/report and on your class presentation.

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.

Participation (50)

This class depends on your participation. We engage the readings and concepts through discussions. For this reason, your participation is key to success in the class. Students are expected to be prepared to discuss the readings, to questions their assumptions, and to listen and respond to other students.

“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.