

PERSPECTIVES ON LABOR STUDIES

RUTGERS UNIVERSITY

37:575:395:T1

Summer 2016

Professor Francine Moccio

Contact information: franmoccio@gmail.com; cell: 973-979-7689

Course Expectations and Requirements

This course will familiarize and engage students in analytical and critical thinking regarding the underlying thinking, events and literature of labor studies. Students will examine-- in historical context-- the development of industrial relations, human resources management, labor & employment relations as academic and best practices. The course provides an opportunity for students to increase their academic proficiency and critical thinking skills as applied to workplace concerns. Readings are drawn from classic authors in the field of industrial and labor relations, political economy, and interdisciplinary social science. It is expected that students will acquire by the end of the course important skills: reading for analytical insight, debating ideas, and communicating with colleagues and professionals in the field. In addition, this course is only for students who major in labor studies and have taken a minimum of 15 credits. Students who do not fit this category need permission of the instructor to enroll in this course.

An online class is somewhat flexible with regard to your schedule. Nonetheless, students are responsible for managing their time and going online each week regardless of other obligations and/or commitments. **In general, students should sign into the class AT LEAST 3 times a week to participate in the forum and check your email each day.**

Do not take this class if you are going on a vacation where you will not have internet access because you will not be able to “make up” missed online-discussions or Quizzes later.

Learning Objectives

Several objectives of the Labor Studies and Employment Relations Department for its majors are ones that are relevant to this course. By the end of the course, you should be able to:

- Identify and explain the 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

How will you learn in this online course?

Most weeks you will:

- Review a power-point and material written by the professors on the page in the online shell. These are like lectures but much shorter, so you have more time for other learning activities.
- Read theorists with a variety of perspectives.
- Answer questions regarding their ideas.
- Participate in an online threaded discussion with other students, posting at least 3 times a week (by Wednesday, by Friday, and by Sunday evenings).

Some weeks you will also have the opportunity to review a video or videos, or listen to a audio file. Some weeks you will take a quiz (open book).

Evaluation. Grades will be based on all of the following activities:

| | Value | Points |
|--|---------------|-------------|
| Personal information sheet | 00.5% | 10 |
| Pretest (you receive all points for taking this) | 01.0% | 10 |
| Online discussion forums (6 @ 50 each) | 30.0% | 300 |
| Midterm essay exam (1) | 20.0 % | 200 |
| Powerpoint | 10.0 % | 100 |
| Unit online quizzes (1 @80 and 1@ 50) | 13.5 % | 130 |
| Final exam (1 in two parts – online @ 120 & essay @ 130) | 25.0 % | 250 |
| | | |
| TOTAL | 100.0% | 1000 |

Forums are closed once a week is over so you must be sure to stay current with the class in terms of online discussion.

Points have no “absolute meaning,” – in the end, the professor will use judgment in translating points into grades for the course. *For example, typically a B+ is 88-89.9 points, but the professor may decide to use some other range of points.*

Keep current – avoid being late!

This is an interactive class – you need to keep current in the reading and forums so that you can interact with others in the class.

An online class is somewhat flexible with regard to your schedule but if you must be responsible for managing your time and for getting online each week no matter what else is going on in your life. **In general, you should sign into the class AT LEAST 3 times a week to participate in the forum and check your email each day.**

You should inform the professor of serious personal emergencies that arise – for instance, hospitalization that makes it impossible to get online. A trip associated with your job is not such an emergency, nor is a problem with your personal computer. There are many ways to get online in hotels and in campus computing facilities

Nature of the exams and quizzes

The midterm and finals each incorporate take home essay exam questions on the material in the course. (The final also has an online portion that is similar to a separate unit quiz but is comprehensive).

Avoid plagiarism or other violations of academic integrity! Your written answers will be submitted to “Turnitin.com” to insure that your answers are yours alone – not answers from another student, from the web, or another source. Be careful not to “copy” phrases or sentences excessively from the readings. The goal is to put the ideas into your own words!

The quizzes are a series of T-F questions on the readings, videos, and power-points. The questions are challenging and time is limited, but this is an open book exam. If you are familiar with all the material in the course, you should be able to go back and look up the answer to some items that you don’t recall. The T-F questions are randomized and drawn from a larger question bank so no two students will have identical quizzes. The objective portion of the final will also have multiple choice items.

Assessment of online forums

It is possible to earn up to 50 points by excellence in participation in each forum.

A forum is an interactive threaded discussion. In this class it will start each week on Wednesday, and end on Tuesday. Your contribution will be evaluated as follows:

- **How much you participated in a substantive way.** In general, you can think of this as requiring 3-4 SUBSTANTIVE posts that add ideas to the discussion – of course, you will also have some posts that are not substantive but involve interaction with other students (e.g. ones that agree with a point they have already made) (10 points).
- **Was your participation ongoing and interactive?** You should have at least one substantive post by Wed night, one by Friday night and another by Sunday night for full credit here. But additionally for full credit, you must interact with others by asking or answering questions, or by agreeing or disagreeing with them. But, remember that you must add to the discussion, not simply agree. (10 points).
- **Were your comments thoughtful and based on the readings?** Did you understand the theorists' ideas correctly or did you make errors? Did you connect the ideas of one theorist to those of others? In other words, what was the quality of your comments? (10 points)
- **Breadth and Evidence.** Did you comment on multiple questions or just one? Were your opinions backed by personal experience or other types of evidence? Persuasive opinions are backed by a variety of types of evidence – from other academic sources, from current events, and from personal experience (10 points).
- **Were your comments expressed clearly and appropriately?** Please don't "flame" in these forums. Informality is OK, but use standard written English of the sort that would be appropriate in a work setting (10 points).

*Unit 1: Classical Economics & Marx, Scientific Management, and the Division of Labor, and Unit 2: Markets and Institutions (May 31-June 26). (read **History In a Nutshell: Part 1 First**).*

Topic 1-1: May 31 –June 5 (Due: Participate in Forum 1) Also this week: Receive the first weekly message. Notice that weekly messages are also uploaded to a folder in "document sharing." Log into the course shell and review the material in the course home. **Fill out and turn in the student information sheet as an attachment to the drop-box.** This is the way you will hand in material in the course.

In addition, please **take the PRE-TEST (provided on ecollege) this week. This will also confirm that your computer is compatible with the e-college system and avoid any possible glitches during the course.**

Required Readings: Please read the required list of readings provided below in the order in which they are listed:

History in a Nutshell (Part 1: Why is Everyone Concerned about Marks?)

Short video on the French Revolution.

<http://www.history.com/topics/french-revolution/videos/the-french-revolution>

Two articles on why Marx is relevant today:

Leo Panitch, "Thoroughly Modern Marx," Foreign Policy, 2009.

<http://www.rollingstone.com/music/news/marx-was-right-five-surprising-ways-karl-marx-predicted-2014-20140130>;

Material on Adam Smith:

Robert Heilbroner, The Worldly Philosophers, revised 7th ed. (NY: Touchstone, 1999). Portions of chapter on Smith (pp. 50-63).

Adam Smith, The Wealth of Nations, (Originally 1776; Prometheus Books, 1991), Chapter 1-2 (pp. 109-121).

John Lancaster, excerpt on Neoliberalism from How to Speak Money, NY & London: W.W. Norton, 2014.

Topic 1-2: June 6-12 (Due: Participate in Forum 2)

Deepening understanding of Marx:

Read:

What Did Karl Marx Do Right? And what was he wrong about?

<https://www.quora.com/Political-Philosophy-What-did-Karl-Marx-get-right-and-what-was-he-wrong-about>

<https://www.quora.com/Why-do-some-believe-Marx-was-wrong-in-predicting-the-collapse-of-capitalism>

What did Marx get right?

Karl Marx, the Most Seminal Figure of the Twenty-First Century – Was He Right?

<http://www.marxist.com/karl-marx-130-years.htm>;

Read: Nutshell History (Parts 2 and 3)

John Maynard Keynes: *“Capitalism is the astounding belief that the most wickedest of men will do the most wickedest of things for the greatest good of everyone. In the long run we are all dead. The avoidance of taxes is the only intellectual pursuit that still carries any reward.”*

Read:

1. Is there a Doctor in the house:

<http://www.bloomberg.com/news/articles/2014-10-30/why-john-maynard-keynes-theories-can-fix-the-world-economy>

2. PAUL KRUGMAN:

THE RISE AND FALL OF AMERICAN GROWTH

<http://www.nytimes.com/2016/01/31/books/review/the-powers-that-were.html>

3. Noam Chomsky:

THE GREEK DEBT CRISIS AND CAPITALISM

<http://greece.greekreporter.com/2016/01/27/noam-chomsky-on-europes-refugee-crisis-and-the-endless-greek-debt-drama/>

4. Michael Kalecki:

<http://robertvienneau.blogspot.com/2007/03/michal-kalecki-one-of-greatest.html>

5. WHAT COMES AFTER CAPITALISM?

<http://www.truth-out.org/opinion/item/35726-what-comes-after-capitalism-upcoming-teach-ins-can-show-a-way-forward>

Topic 1-3: June 13-19 (Due: Participate in Forum 3)

The Age of Machines – Read:

1. Nutshell History, Part 4

2. Frederick Taylor, Scientific Management (New York: Harper and Row, 1947), pp. 39-73.

3. Harry Braverman, Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century (New York)Monthly Review, 1974), Part of Chapter 3, pp. 78-83 and Part of Chapter 5, pp. 124-131.(optional)

Richard Edwards, Michael Reich, and Thomas Weisskopf, The Capitalist System, 2nd ed. (Englewood Cliffs, N.J.: Prentice-Hall, 1978)..

4. Arlie Russell Hochschild, “Exploring the Managed Heart,” in The Managed Heart: Commercialization of Human Feeling. Berkeley: University of California Press, 1983, pp. 3-12;

5. Christopher Lasch’s The Haven in A Heartless World: Capitalism and the Family

Topic 2-1: June 20-26 (Due: Quiz 1)

Required Readings and Video:

Bruce E. Kaufman, “Labor Markets and Employment Regulation: The View of the ‘Old’ Institutionalists,” in Bruce E. Kaufman, ed. Government Regulation of the Employment Relationship. (Madison, Industrial Relations Research Association, 1997), pp. 11-39.

John W. Budd and Stefan Zagelmeyer, Excerpt from “Public Policy and Employee Participation,” in The Oxford Handbook of Participation in Organizations, edited by Adrian Wilkinson, Paul Gollan, David Marsden, and David Lewin, 2007, pp. 1-6.

Professor Jerry Z. Muller, Catholic University, 30 minute video lecture, “The Rise of Welfare-State Capitalism,” in the series Thinking about Capitalism (The Great Courses, 2008).

The Role of the Old Institutionalists Movement and Neo-Realism in American Public Policy and Economic Thought; selected chapters in Piketty’s Capitalism.

Quiz 1 – Over Units 1 and 2. This Quiz is worth 80 points. Take it on any hour Sunday June 26

TAKE-HOME MIDTERM EXAM DISTRIBUTED ON Monday June 27. DUE Friday July 1 at 11:59 p.m. You should also start Unit 3 reading in this week.

Unit 3: June 27- July 17 (3 weeks)

Organizations and Humans Who Work in Them

Topic 3-1 June 27-July 3 (Due: Take home portion of Midterm exam on July 1)

J. Steven Ott, ed. "Motivation," in Classic Readings in Organizational Behavior (Pacific Grove, CA: Brooks/Cole, 1989), pp. 27-35.

Abraham H. Maslow, "A Theory of Human Motivation," Chapter 2 in Motivation and Personality, 3rd edition. New York, Harper and Row, 1970, pp. 15-31 (note – the first version of this theory was published in the 1940s).

Douglas McGregor, "The Human Side of Enterprise" an excerpt from a book of the same title in J. Steven Ott, ed. Classic Readings in Organizational Behavior (Pacific Grove, CA: Brooks/Cole, 1989) pp. 66-73.

Topic 3-2 July 4-10 (Due: Participate in Forum 4)

Elton Mayo, The Social Problems of an Industrial Civilization (New York: Routledge, 1949), excerpted in D. S. Pugh, ed. Organization Theory: Selected Readings (Harmondsworth, Middlesex: Penguin Books, 1971), pp. 215-229.

Charles Heckscher, White-Collar Blues, Chapter 2, "The Meaning of Loyalty," pp. 13-36.

Topic 3-3: July 11- 17 (Due: Powerpoint; Quiz 2)

Bruce Kaufman, Human Resources and Industrial Relations: Commonalities and Differences,” Human Resource Management Review, 11(4), 2001, pp. 361-374.

Jeffrey Pfeffer, “Human Resources from an Organizational Behavior Perspective: Some Paradoxes Explained,” Journal of Economic Perspectives, Vol 21, No. 4 (Fall, 2007), pp. 115-134.

QUIZ 2 – Over material in Unit 3. This quiz is worth 50 points. Take in any hour on Sunday July 17.

Unit 4 July 18 – Aug 7 (3 weeks)

Freedom and Democracy in a World of Multi-National Corporations

Topic 4-1 July 18-24 (Due: Forum 5)

Gay, Peter, “Liberalism,” Microsoft Encarta Online Encyclopedia, 2008.

Alan Fox, “Managerial Ideology and Labour Relations,” British Journal of Industrial Relations, Vol. 4, No. 3 (Nov. 1966), pp. 366-378.

William E. Hudson, American Democracy in Peril, 3rd edition, (New York: Seven Bridges Press, 2001), part of Chapter 1, “Models of Democracy,” pp. 1-18.

Topic 4-2 July 25-31 (Due: Forum 6)

George Lakoff, Whose Freedom: The Battle Over America’s Most Important Idea, (New York: Farrar, Straus and Giroux, 2006), Chapter 5, “Progressive Freedom: The Basics,” pp. 73-81 and 85-94.

Jack Metzgar, Striking Steel: Solidarity Remembered (Philadelphia: Temple University Press, 2000). "Getting to 1959," first part pp. 17-39.

Paula B. Voos, "Industrial Relations and Democracy," IRRA Presidential Address, in Proceedings of the Fifty-Fourth Annual Meeting, Industrial Relations Research Association, San Diego, CA, January 3-5, 2004.

Topic 4-3 Aug. 1-7 (Due: Take home portion of final exam)

Richard Freeman and James L. Medoff, Excerpt from "The Two Faces of Unionism," Public Interest, No. 57 (Fall, 1979), pp. 69-76.

David Montgomery, selections from the Fall of the House of Labor, Yale University Press.

Janice Fine on immigrant workers as a plurality of American democracy. (selections will be posted).

Final Exam: Take home portion due Sun. Aug 7. Online portion to be taken Wed. Aug 10 or Th Aug 11. The online exam is cumulative with extra "weight" given to the material in Unit 4 (since there was no Unit 4 Quiz).