

PERSPECTIVES ON LABOR STUDIES, Fall 2017
RUTGERS UNIVERSITY
37:575:395:01
Teresa Poor, Instructor – tpoor@aleph-naught.net

COURSE SUMMARY

This course is designed to familiarize students with some of the key Labor Studies' perspectives on labor, work, markets, organizing, and management, and to give students an opportunity to apply these perspectives to contemporary issues in Labor Studies. 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 give presentations. Students who enroll in the course must be Labor Studies majors or minors, and must have earned 15 or more credits in Labor Studies. A student who does not meet these requirements must seek permission from the Instructor in order to take this class.

LEARNING OBJECTIVES

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

COURSE READINGS

All course readings will be posted on Sakai.

CLASS 1, Sept. 7:

IN CLASS ASSIGNMENT

1. Introductions
2. Personal statement on Part One theme: “Labor and Market Society”
3. Create working groups
3. Hand out syllabus

PART ONE: LABOR AND MARKET SOCIETY

CLASS 2, Sept. 14 – introduction labor and market society

READINGS DUE:

1. John Locke’s Second Treatise on Government, pgs. 114 to 126, Chap. IV “Of Slavery” and Chap. V “Of Property”.

IN CLASS ASSIGNMENT

1. Submit “Personal Statement” on PART ONE.
2. Watch and discuss movie Commanding Heights: New Rules of the Game”
3. Finalize facilitation and group assignments.

CLASS 3, Sept. 21 – wealth, labor, and markets

READINGS DUE:

1. Chapters 1, 2, 3. An Inquiry into the Causes of the Wealth of Nations, by Adam Smith.
2. “The Process of Creative Destruction”, by Joseph Schumpeter

IN CLASS ASSIGNMENT

1. Prior to class, all students who are not facilitating must post your entries to the week’s reading on Sakai’s “Assignment” site.
2. Facilitators lead group discussions and present the groups’ answers in class.

CLASS 4, Sept. 28 – individuals, freedom, and progress

READINGS DUE:

1. “Employment and Independence” in The Constitution of Liberty, by Friedrich .A. Hayek, 1960.
2. “Individualism and Collectivism” in The Road to Serfdom, by Friedrich A. Hayek, 1944.

3. Selected pages from Invisible Hands: The Businessmen's Crusade Against the New Deal, by Kim Phillips-Fein

IN CLASS ASSIGNMENT

1. Prior to class, all students who are not facilitating must post your entries to the week's reading on Sakai's "Assignment" site.
2. Facilitators lead group discussions.

CLASS 5, Oct. 5 – capitalism, inequality, and instability pt. 1

READINGS DUE:

1. Chapters 4, 5, and 6. A Critique of Political Economy: Capital, Vol. 1, by Karl Marx
2. Selected reading from The Decline of American Power, by Immanuel Wallerstein

IN CLASS ASSIGNMENT

1. Prior to class, all students who are not facilitating must post your entries to the week's readings on Sakai's "Assignment" site.
2. Facilitators lead group discussions.

Class 6, Oct. 12 – capitalism, inequality, and instability pt. 2

READINGS DUE:

1. "Turning the Tables", in The Power of Market Fundamentalism, by Fred L. Bloc.
2. "Neoliberalism on Trial", in A Brief History of Neoliberalism, by David Harvey.

IN CLASS ASSIGNMENT

1. Prior to class, all students who are not facilitating must post your entries to the week's readings on Sakai's "Assignment" site.
2. Facilitators lead group discussions.

CLASS 7, Oct. 19 – Review and Movie:

1. Movie: "Life and Debt"
2. Review
3. Hand Out Take-Home Mid-term.
4. Explanation of Personal Statement on Part Two theme - "Work"

PART TWO: WORK

CLASS 8, Oct. 26 – Work and Labor

1. Turn in Mid-term
2. Watch “Human Resources”
3. Introduction to second theme of the course.
4. Turn in Personal Statement on “Work”

CLASS 9, Nov. 2 –do we work for more than just wages?

READINGS DUE:

1. “The Moral Meanings of Work”, by Alan Wolfe, The American Prospect, Sep/Oct.1997.
2. “Walt Whitman’s Higher Progress”, by Benjamin Hunnicutt
3. “When Work Disappears: New Implications for Race and Urban Poverty in the Global Economy”, by William Julius Wilson.

IN CLASS ASSIGNMENT

1. Prior to class, all students who are not facilitating must post your entries to the week’s readings on Sakai’s “Assignment” site.
2. Facilitators lead group discussions.

CLASS 10, Nov. 9 – alienation at work

READINGS DUE:

1. “Work”, by C. Wright Mills
2. Selected readings from The Managed Heart: Commercialization of Human Feeling, by Arlie Russel Hochschild.

IN CLASS ASSIGNMENT

1. Prior to class, all students who are not facilitating must post your entries to the week’s readings on Sakai’s “Assignment” site.
2. Facilitators lead group discussions.

CLASS 11, Nov. 16 – working and managing when you work to live:

READINGS DUE:

1. “Kellogg’s Six-Hour Day: A Capitalist Vision of Liberation through Managed Work Reduction”, by Benjamin Hunnicutt
2. Selected chapters from Rivethhead: Tales from the Assembly Line, by Ben Hamper.

IN CLASS ASSIGNMENT

1. Prior to class, all students who are not facilitating must post your entries to the week's readings on Sakai's "Assignment" site.
2. Facilitators lead group discussions.
3. Explanation of Part Three theme: "Organizing Work"

PART THREE: ORGANIZING WORK

CLASS 12, Nov. 21 – bureaucracy, self-activity, and identity

READINGS DUE:

1. Selections from "Bureaucracy", by Max Weber.
2. "Uses of Industrial Power", by David Brody
3. Selected readings from Whiteness as a Managerial System, by David Roediger and Elizabeth Esch.

IN CLASS ASSIGNMENT

1. Prior to class, all students who are not facilitating must post your entries to the week's readings on Sakai's "Assignment" site.
2. Facilitators lead group discussions.
3. Hand in Personal Statement

CLASS 13, Nov. 28 – Solidarity, Mutualism, and Protected Concerted Activity

READINGS DUE:

1. "Transient Solidarities: Commitment and Collective Action in Post-Industrial Societies", by Charles Heckscher and John McCarthy. British Journal of Employment Relations 52:4 December 2014.
2. "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
3. Section 7 of the National Labor Relations Act

IN CLASS ASSIGNMENT

1. Prior to class, all students who are not facilitating must post your entries to the week's readings on Sakai's "Assignment" site.
2. Facilitators lead group discussions.
3. Hand out debate scenario, divide into groups, and review for debate day.

CLASS 14, Dec. 7 – debate day

IN CLASS ASSIGNMENT

1. Debate
2. Score the Debate
3. Review for Final.
4. Hand out Final

FINAL DUE ON THURSDAY, DECEMBER 21, 2017:

The final is due by 6 p.m., on December 21, 2017. Upload your final to Sakai's "Assignment" site and use the "Final" folder. It may not be longer than eight pages, and it must be typed and double spaced.

GRADING AND CLASS ASSIGNMENTS

Attendance, Weekly Entries, and Personal Statements (95 points)

a. Rutgers University has an attendance policy (26 points):

Students are expected to attend all scheduled course meetings, although no special provisions are normally made for reporting occasional absences from class. It is the policy of the university to excuse without penalty students who are absent because of religious observance and to allow the makeup of work missed because of such absences. A student absent from an examination because of required religious observance will be given an opportunity to make up the examination without penalty.

We will abide by this attendance policy except that each student may have one absence that will not be counted against him or her.

b. Weekly Entries(54 points)

All students who are not assigned to facilitate must submit a weekly entry, which should be posted on Sakai at the "Assignments" tab. Each entry will be a short response to the weekly entry questions posted on Sakai in the Assignments tab. The weekly entry must be posted prior to each class. The entry is a response to each reading assigned for the week. For example, if there are three readings assigned then there will be three responses. A response should be no more than a short paragraph (approximately five sentences).

c. Personal Statements(15 points)

All students, regardless of whether assigned to facilitate, must submit a total of three Personal Statements. A Personal Statement is a two to three page statement of your views and opinions of

each of the class's themes: 1) Labor and Market Society, 2) Work, and 3) Organizing Work. A set of questions will be posted to help you with your Personal Statement. The Personal Statement will help each student prepare for the theme and to reflect on how the readings and discussions have changed initial opinions and beliefs.

Class Participation and Facilitation Assignment (120 points):

The Group

Students will be broken down into separate Groups on the second day of class. Students will remain in these Groups for the entire semester.

The Group Facilitator Assignment (95 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.

The Group's Responsibility for Weekly Questions, Answers, and Discussion (25 points)

- a. Each member of the group must be prepared to discuss answers to the Group's facilitation questions. These facilitation questions will be posted on Sakai.
- b. I will assess each student's participation in the small group and in the larger class discussion, and that assessment will be incorporated into each student's grade. To do well in this part of the class, each student must show that they have read and thought about the material, and are prepared to discuss the material.

Midterm: (100 points)

The midterm will be no more than 8 pages, typed and double spaced.

The Final (100 points)

The final will be no more than 8 pages, typed, and double spaced.

Grading

Total 415 Points

A	371.5 to 415
B+	351 to 371
B	330 to 350
C+	309 to 329
C	288 to 308
D+	268 to 287
D	247 to 267
F	246 and below

“Office Hours”

If you email me anytime between Friday and Saturday, I will respond to your email by Sunday evening. I will respond to all other email when I am able. Speak with me after class or email me if you need to arrange a time to meet.

Timeliness

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.