

UNIVERSITY OF ALBERTA
DEPARTMENT OF SOCIOLOGY
People in Industry: SOC 366-A1
Fall 2016 (Sept. 01-Dec 7)

Instructor: Dr. Bede Eke
Department: Sociology
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Class Days/Time: TR (12:30-1:50 PM)
Lecture Room: T B 95
Office: Room 6-15 Tory Building

Office Hours: 2:00-2:30 PM (Tuesdays & Thursdays) or by appointment.

COURSE DESCRIPTION:

This course is about work: how it developed into its present forms, how it is organized, how individuals experience it, the social relationships and institutional arrangements so essential for it to occur, and the trends reshaping work into the 21st century. The course informs students about research on work and work-related issues. It considers the theoretical and policy debates on work and employment trends. The course is local, national and international in its perspective on the evolutionary trend in workplace and labour relations.

COURSE OBJECTIVES:

By the end of this course, students should be able to:

1. Explain sociological analysis of work and the economic forces that shape work opportunities.
2. Apply theoretical perspectives in the explanations, analysis and understanding of sociology of work and industry.
3. Gain practical insights that will assist students in their own career.
4. Apply social science perspective in problem-solving.
5. Appreciate the enduring and changing nature of work and industry.

This class is strictly restricted to the engineering students only.

REQUIRED TEXT:

Krahn, H., Hughes, K. And Lowe, G. S. (2015). Work, Industry and Canadian Society. 7th Edition. Scarborough: Nelson.

TEACHING FORMAT:

A lecture format will be used, but questions and discussion are encouraged. A few videos may be shown.

EXAMINATIONS:

Examinations will be based upon information provided in the text, articles, lectures, and videos. There will be three examinations—1st Mid-term, 2nd Mid-Term and Final Exam. The format of exams will be multiple-choice or combination of both multiple-choice and short/long-answer questions. The second midterm is non-cumulative but the final exam is

cumulative.

The following grade distribution weight will be used:

- 1st Mid-term Examination-----30%
- 2nd Mid-term Examination -----30%
- Final Examination-----40%

- The First Mid-term Examination will be held in class on **Thursday, Sept. 29, 2016.**
- The Second Mid-Term Examination will be held in class on **Thursday, Nov. 3, 2016.**
- **The** Final Examination time and place (TBA): check Bear Track for information.

ACADEMIC INTEGRITY

"The University of Alberta is committed to the highest standards of academic integrity and honesty. Students are expected to be familiar with these standards regarding academic honesty and to uphold the policies of the University in this respect. Students are particularly urged to familiarize themselves with the provisions of the Code of Student Behaviour (online at www.ualberta.ca/secretariat/appeals.htm) and avoid any behaviour which could potentially result in suspicions of cheating, plagiarism, misrepresentation of facts and/or participation in an offence. Academic dishonesty is a serious offence and can result in suspension or expulsion from the University" (GFC 29 SEP 2003). Students should refer to the Office of Student Judicial Affairs for useful information about Academic Integrity at <http://www.osja.ualberta.ca/Students.aspx>

ABSENCE FROM EXAM: 23.5.6 Absence from Exams (University Calendar §23.5.6)

“Excused absence for a missed exam is not automatic and is granted at the discretion of the instructor (in the case of term exams) or the student’s Faculty (in the case of final exams).

Instructors and Faculties are not required to grant excused absences for unacceptable reasons that include, but are not limited to personal events such as vacations, weddings, or travel arrangements. **When a student is absent from a term or final exam without acceptable excuse, a final grade will be computed using a raw score of zero for the exam missed.** Any student who applies for or obtains an excused absence by making false statements will be liable under the Code of Student Behaviour. “

MISSED MID-TERM EXAM:

Students are to contact the instructor within two working days from the date of the missed exam, or as soon as the student is able to, in regards to the circumstance underlying the absence. Students who are unable to write a mid-term exam on the scheduled date based on reasons normally granted by the University (e.g., medical emergency) will write a make-up exam at a later date to be arranged between the student and instructor. Under no circumstance shall the weight of a missed midterm exam be transferred onto another midterm exam or the final exam

Documentation to be presented for consideration for writing a make-up term exam:

For **medical illnesses**, students can present one of the following:

- "[University of Alberta Medical Statement](#)" signed by a doctor (*this cannot be required, but will be accepted if provided in lieu of other documents*)
- "[Medical Declaration Form for Students](#)" (*for Faculty of Arts students*)
- "[Statutory Declaration](#)" (*for students in Faculties other than Arts, to be obtained from home Faculty or the Office of the Registrar*)

For **other acceptable absences**, such as domestic afflictions or religious convictions, the student should submit appropriate documentation to the situation. This could include the following:

- For a death in the family – a copy of the death certificate
- For a religious conflict – a letter from the church or pastor
- For a car accident – a copy of the accident report
- For other serious afflictions – consult with Instructor or Department about appropriate documents

DEFERRED FINAL EXAM:

If you fail to write the **FINAL EXAM** you must formally apply to **your Faculty office** **within two working days** following the missed final exam, or as soon as the student is able to in regards to the circumstance, in order to be considered for a deferred final examination. The decision to grant a deferred final exam is **not** the instructor's. Deferred examinations are intended to accommodate students who have experienced an incapacitating illness or severe domestic affliction; applications based on minor or inconsequential ailments will not be approved.

DEFERRED EXAM DATE & TIME: Students granted a deferred final exam will write on **January 14, 2017 at 9:00 AM in ESB 2 36.**

IN-CLASS EXAMS:

Your student photo I.D. is required at exams to verify your identity. At the discretion of the instructor, students may or may not be allowed to begin an examination after it has been in progress for 30 minutes.

ACCESS TO PAST OR REPRESENTATIVE EVALUATIVE COURSE

MATERIAL: Sample exam material will be discussed in class or posted on e-class.

CELL PHONES & RECORDING DEVICE:

"Audio or video recording, digital or otherwise, of lectures, labs, seminars or any other teaching environment by students is allowed only with the prior written consent of the instructor or as a part of an approved accommodation plan. Student or instructor content, digital or otherwise, created and/or used within the context of the course is to be used solely for personal study, and is not to be used or distributed for any other purpose without prior written consent from the content author(s)."

GRADING:

Your performances on the two mid-term exams and the final exam will be added together and calculated as a percentage. Your percentage grade will then be converted to the four-point scale as shown below. A grade of 89.4 will be rounded down to 89. A grade of 89.5 will be rounded off to 90.

Description	Percentage	Grade	Value
Excellent	90-100	A+	4.0
	86-89	A	4.0
	82-85	A-	3.7
Good	78-81	B+	3.3
	74-77	B	3.0
	70-73	B-	2.7
Satisfactory	66-69	C+	2.3
	62-65	C	2.0
	58-61	C-	1.7
Poor	54-57	D+	1.3
Minimal Pass	50-53	D	1.0
Fail	0-49	F	0.0

OUTLINE OF TOPICS

Week 1 (R., Sept. 1): Introduction: Historical Perspectives on Work (1700-195s):**Readings:**

1. Krahn et al, Chapter 1;
2. Bank of Canada Governor's speech on Reconstruction and rebuilding of business confidence in Canada: Available online at:
<http://www.bankofcanada.ca/2013/06/publications/speeches/reconstruction-rebuilding-business-confidence-in-canada/>

Week 2 (TR, Sept. 6 & 8): Historical Perspectives on Work (1700-195s) Continued:**Readings:**

1. Krahn et al, Chapter 1;
2. Bank of Canada Governor's speech on Reconstruction and rebuilding of business confidence in Canada: Available online at:
<http://www.bankofcanada.ca/2013/06/publications/speeches/reconstruction-rebuilding-business-confidence-in-canada/>

Week 3 (TR, Sept. 13 & 15): Contemporary Debate on Work (1950s-Present Day)

Readings: Readings:

1. Krahn et al, Chapter 2:

Week 4 (TR, Sept. 20 & 22): Canadian Employment Trends

Readings:

1. Krahn et al, Chapter 3:
2. Women and Employment in Canada: Statistics Canada Report 2010-2011
Available online at:
<http://www.statcan.gc.ca/pub/89-503-x/2010001/article/11387-eng.pdf>

Week 5 (TR, Sept. 27 & 29): Good Jobs, Bad Jobs and No Jobs

Readings:

1. Krahn et al, Chapter 4

Thursday, Sept. 29: First Mid-Term Exam (covering chapters 1-4)

Week 6 (TR: Oct. 4 & 6): Labour Markets: Opportunities and Inequality Readings:

1. Krahn et al, Chapter 5

Week 7 (TR: Oct. 11 & 13): Labour Markets: Opportunities and Inequality

Continued

1. Krahn et al, Chapter 5;
2. Article: Social Economy of Aboriginal North. Available online at:
<http://www.nrf.is/Open%20Meetings/Anchorage/Position%20Papers/Natcher%20RF%20Submission.pdf>
3. Canada's Immigrant Labour Market, 2008-2011: Available online at:
<http://www.statcan.gc.ca/daily-quotidien/121214/dq121214b-eng.htm>

Week 8: (TR, Oct. 18 & 20): Gender & Paid Employment

Readings:

1. Krahn et al, Chapter 6.
2. Women and Wage Gap:
3. The trend in the male-female wage gap in the United States by J O'Neill - Journal of Labor Economics, 1985: Online:
<http://www.terry.uga.edu/~mustard/courses/e8420/O'Neill.pdf>
4. Article: Gender Discrimination at Work: Connecting Gender Stereotypes, Institutional Policies, and Gender Composition of Workplace by Donna Bobbitt-Zeher: Available online at:
<http://gas.sagepub.com/content/25/6/764.full.pdf+html>

Week 9: (TR, Oct. 25 & 27): Household, Family & Caring Work

Reading:

1. Krahn et al, Chapter 7;

Weeks 10 (TR, Nov. 1 & 3): Organizing and Managing Work (Second Mid-term

Exam)

Readings:

1. Krahn et al, Chapter 8:
2. Movie: The Corporation (full or partial exhibition as time permits)
<http://www.youtube.com/watch?v=Y888wVY5hzw>

Second Mid-Term Exam Thursday, November 3 (covering chapters 5-8)

Week 11 (TR, Nov. 8 & 10): Fall term Reading Week – No university classes!

Week 12 (TR, Nov. 15 & 17) Conflict and Control in the Workplace/In Search of New Managerial Paradigms:

Readings:

1. Krahn et al, Chapters 10 & 9
2. Mondragon Corporation (Documentary):
http://www.youtube.com/watch?v=_pe2QJY2DUY
3. Article: Pluralist Industrial Relations Paradigm. Available online at:
<http://www.legacy-irc.csom.umn.edu/faculty/jbudd/research/buddgomez meltz.pdf>

Weeks 13 (TR, Nov. 22 & 24): Unions and Industrial Relations

Readings:

1. Krahn et al, Chapter 11:
2. UFCW in Canada and World: Videos:
 - a. UFCW International President Joe Hansen acceptance speech 2013
<http://www.youtube.com/watch?v=Iwq-SeNDLW0>
 - b. UFCW Music Video: <http://www.youtube.com/watch?v=VaGTn3kacPA>
3. Article: Labor Unions in OECD Countries:
 - a. Unionism in the United States & Other Advanced OECD Countries:
Available online at:
<http://www.dartmouth.edu/~blnchflr/papers/indrel.pdf>
 - b. Labor Union Statistics: Canada and OECD:
OECD Trade Union Density: Available at:
<http://stats.oecd.org/Index.aspx?QueryId=20167>
Union membership statistics in 24 countries: Available at:
<http://www.bls.gov/opub/mlr/2006/01/art3full.pdf>
4. Union and corporation conflict:
Tom Morello - Union Song - Wal-Mart Protest Los Angeles
<http://www.youtube.com/watch?v=kbeutDzPWxA>

Week 14 (TR, Nov. 29 & Dec. 1): Work Values & Work Orientations:

Readings:

1. Krahn et al, Chapter 13:
2. Work and Life: CBC looks at modern Canada, industry and work (if this documentary is available, it will be shown in class)

Week 15 (TR: Dec. 6 & 8): Job Satisfaction, Alienation, and Work-Related Stress

Readings:

Krahn et al, Chapter 14:

FINAL EXAMINATION: Tuesday December 13 @ 2pm (Tentative); Venue: TBA
Students should check their Bear Track to confirm final exam date and time.

Policy about course outlines can be found in [Course Requirements, Evaluation Procedures and Grading](#) of the University Calendar.