

**THE UNIVERSITY OF CALGARY**  
**FACULTY OF SOCIAL SCIENCES**  
**DEPARTMENT OF SOCIOLOGY**

**The Sociology of Work**  
**Sociology 393.01**  
**Fall 2017**

**Instructor:** Dr. Jean E. Wallace  
**Class:** Tuesday and Thursday, 9:30-10:45  
**Location:** Science A 104

**Office:** Social Sciences 914  
**Phone:** 403-220-6515  
**E-Mail:** jwallace@ucalgary.ca (for administrative questions only with Soci 393 in the header)  
**Office Hours:** Tuesdays and Thursdays, 11:00-12:00, after class; or by appointment

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**Course Description:** This course adopts sociology as a perspective for gaining a better understanding of the meaning and nature of work. This course will provide an overview of the major concepts and topics, theoretical orientations and research methodologies fundamental to the sociology of work.

**Learning Objectives:** The main goal of this course is to foster an understanding of the sociology of work. My teaching goals are for students to:

- *Become familiar* with a variety of current topics and empirical studies of issues related to work.
- *Critically read, analyze, and discuss* theoretical and empirical literature on the sociology of work.
- *Discuss and apply* course material to real work and daily life examples and experiences.

**Grading System:** Grades are entered as raw scores into the grading system. Your final letter grade is computed from the weighted sum of your raw scores. The letter grade descriptions below are from the University of Calgary calendar.

|                                     |               |             |              |
|-------------------------------------|---------------|-------------|--------------|
| Excellent, superior performance:    | A+ = 95%-100% | A = 85%-94% | A- = 80%-84% |
| Good, above average performance:    | B+ = 77%-79%  | B = 73%-76% | B- = 70%-72% |
| Satisfactory, basic understanding:  | C+ = 67%-69%  | C = 63%-66% | C- = 60%-62% |
| Minimal pass, marginal performance: | D+ = 55%-59%  | D = 50%-54% |              |
| Unsatisfactory performance:         | F = 0%-49%    |             |              |

**Tests:** There will be four multiple choice tests based on lectures and the assigned readings. You will be accountable for materials that are assigned, regardless of whether or not they are covered in class. As well, you will be accountable for information covered in class that is not covered in the readings.

| <b>Test:</b> | <b>Date:</b> | <b>Weight:</b> |
|--------------|--------------|----------------|
| Test #1      | October 10   | 30%            |
| Test #2      | October 26   | 25%            |
| Test #3      | November 16  | 25%            |
| Test #4      | December 7   | 10%            |

**In-Class Assignments:** In-class assignments will be in the form of short writing assignments and/or group discussions that address the lecture topic for the day. These activities will be assigned during class 7-10 times during the semester and each will be worth 2% of your final grade to a maximum total value of 10%. *They will not be announced ahead of time and they cannot be made-up.*

**Lecture Schedule and Reading Assignments:**

The expected lecture dates and assigned readings are listed below, although unexpected circumstances may require some changes. You should read the required readings prior to their designated class. Power Point outlines will be available on D2L prior to the relevant class under the link “Power Point Slides”. Volti readings refer to the required text and R# refers to the required articles for each topic. The links for the articles are provided and you will need your UCID number and password to login to the UC library to access the articles. It is your responsibility to locate and download all articles from the UC library.

|                    | <b>INTRODUCTION</b>                           | <b>READING</b>          |
|--------------------|---|-------------------------|
| September 12       | Course Introduction                           |                         |
| September 14       | Introduction                                  | Volti, Introduction     |
|                    | <b>I: THE CHANGING NATURE OF WORK</b>         |                         |
| September 19       | Industrialization and its Consequences        | Volti, Chap. 3          |
| September 21       | Bureaucratic Organizations                    | Volti, Chap. 4          |
| September 26       | “Stress at Work”                              | R1 Lait & Wallace       |
| September 28       | “Bureaucracy isn’t Always Bad”                | R2 Rai                  |
| October 3          | Technology and Work                           | Volti, Chap. 5          |
| October 5          | “Production-Line Approach to Service”         | R3 Levitt               |
| <b>October 10</b>  | <b>TEST #1 (30%)</b>                          |                         |
|                    | <b>II: LIFE ON THE JOB</b>                    |                         |
| October 9          | Who Gets What?                                | Volti, Chap. 10         |
| October 12         | Work and its Rewards                          | Volti, Chap. 11         |
| October 17         | “The Call of the Wild”                        | R4 Bunderson & Thompson |
| October 19         | The Perils and Pressure of Work               | Volti, Chap. 12         |
| October 24         | “Not All Coping Strategies are Created Equal” | R5 Lemaire & Wallace    |
| <b>October 26</b>  | <b>TEST #2 (25%)</b>                          |                         |
|                    | <b>III: WOMEN AND WORK</b>                    |                         |
| October 31         | Diversity in the Workplace                    | Volti, Chap. 13         |
| November 2         | “When Professionals become Mothers”           | R6 Cuddy et al.         |
| November 7         | Work Roles and Life Roles                     | Volti, Chap. 14         |
| November 9         | “Housework”                                   | R7 Bianchi et al.       |
| November 14        | “Motherhood and Career Commitment”            | R8 Wallace              |
| <b>November 16</b> | <b>TEST #3 (25%)</b>                          |                         |
|                    | <b>IV: PREPARING TO WORK</b>                  |                         |
| November 21        | “Exploring Motivations”                       | R9 Schleef              |
| November 23        | Getting a Job                                 | Volti, Chap. 7          |
| November 28        | Workplace Culture and Socialization           | Volti, Chap. 8          |
| November 30        | Professions and Professionals                 | Volti, Chap. 9          |
| December 5         | “Professionalizing Body Art”                  | R10 Maroto              |
| <b>December 7</b>  | <b>TEST #4 (10%)</b>                          |                         |

## **Required Readings:**

### **Required Text:**

Volti, Rudi (2012). *An Introduction to the Sociology of Work and Occupations (2<sup>nd</sup> Edition)*. Sage Publications, Thousand Oaks. Hard copy available at the bookstore.

eBook access for rent or purchase available at:

<https://www.vitalsource.com/products/an-introduction-to-the-sociology-of-work-and-rudi-volti-v9781483342412>

Kindle eBook available at:

[https://www.amazon.com/Introduction-Sociology-Work-Occupations-ebook/dp/B00ELTPX4Y/ref=sr\\_1\\_1?ie=UTF8&qid=1477881150&sr=8-1&keywords=9781483342412](https://www.amazon.com/Introduction-Sociology-Work-Occupations-ebook/dp/B00ELTPX4Y/ref=sr_1_1?ie=UTF8&qid=1477881150&sr=8-1&keywords=9781483342412)

### **Required Journal Articles:**

**R1)** Lait, J., and J.E. Wallace (2002). Stress at Work: A Study of Organizational-Professional Conflict and Unmet Expectations. *Relations Industrielles/Industrial Relations*, 57(3):463-490.

<http://www.erudit.org/revue/ri/2002/v57/n3/006886ar.pdf>

**R2)** Rai, G.S. (2013). Job Satisfaction Among Long-Term Staff : Bureaucracy Isn't Always Bad. *Administration in Social Work*, 37(1):90-99.

<http://www-tandfonline-com.ezproxy.lib.ucalgary.ca/doi/pdf/10.1080/03643107.2012.657750?needAccess=true>

**R3)** Levitt, T. (1972). Production-Line Approach to Service. *Harvard Business Review*, 50(5):41-52.

<http://dc8qa4cy3n.scholar.serialssolutions.com/?sid=google&aunit=T&aualast=Levitt&atitle=Production-line+approach+to+service&title=Harvard+business+review&volume=50&issue=5&date=1972&spage=41&issn=0017-8012>

**R4)** Bunderson, J.S., and J.A. Thompson (2009). The Call of the Wild: Zookeepers, Callings, and the Double-edged Sword of Deeply Meaningful Work. *Administrative Science Quarterly*, 54:32-57.

<http://asq.sagepub.com.ezproxy.lib.ucalgary.ca/content/54/1/32.full.pdf+html>

**R5)** Lemaire, J., and J.E. Wallace (2010). Not All Coping Strategies are Created Equal: A Mixed Methods Study Exploring Physicians' Self-Reported Coping Strategies. *BMC Health Services Research*, 10:208.

<http://bmchealthservres.biomedcentral.com/articles/10.1186/1472-6963-10-208>

**R6)** Cuddy, A.J.C., Fiske, S.T., and Glick, P. (2004). When Professionals Become Mothers, Warmth Doesn't Cut the Ice. *Journal of Social Issues*, 59:263-274.

<http://ezproxy.lib.ucalgary.ca/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=afh&AN=14989722&site=ehost-live>

**R7)** Bianchi, S.M., Sayer, L.C., Milkie, M.A., and J. P. Robinson (2012). Housework: Who Did, Does, or Will Do It, and How Much Does it Matter? *Social Forces*, 91(1): 55-63.

<http://ezproxy.lib.ucalgary.ca/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=85099006&site=ehost-live>

**R8)** Wallace, J.E. (2004). Motherhood and Career Commitment to the Legal Profession. In N. DiTomaso and C. Post (Eds.), *Research in the Sociology of Work, Volume 14: Workforce Diversity* (pp. 219-246). Amsterdam: JAI Press/Elsevier Science. [available on D2L]

**R9)** Schleef, D. (2000). "That's a Good Question!" Exploring Motivations for Law and Business School Choice. *Sociology of Education*, 73(3): 155-174.

<http://www.jstor.org.ezproxy.lib.ucalgary.ca/stable/pdf/2673214.pdf?refreqid=excelsior%3A5dcaba26fc4d0ad9a0ac7713c18f1996>

**R10)** Maroto, M. L. (2011). Professionalizing Body Art: A Marginalized Occupational Group's Use of Informal and Formal Strategies of Control. *Work and Occupations*, 38(1):101-138.

<http://wox.sagepub.com.ezproxy.lib.ucalgary.ca/content/38/1/101.full.pdf+html>

### ADDITIONAL INFORMATION

- **Deferrals:** When possible, please provide advance notice if you are unable to write an exam or complete/turn-in assignments on time. All requests for deferral of a course component due to health reasons must be accompanied by written documentation as outlined in the University Calendar and should be obtained while the student has the health issue rather than after recovery. Deferrals will be allowed in the following circumstances: illness, domestic affliction or religious conviction. Travel arrangements, misreading the syllabus, and scheduling conflicts with other classes or employment are not valid reasons for requesting a deferral. Deferrals will not be granted if it is determined that just cause is not shown by the student.  
If you have missed a test for a legitimate reason, the instructor can require you to write a "make up" test as close in time to the original test as possible or can choose to transfer the percentage weight to another course component. If the instructor schedules a "make up" test for you, its date and location will be at the convenience of the Department of Sociology.
- **Deferred Final Exam Form:** Please note that requests to defer a Registrar scheduled final exam are dealt with through the Registrar's Office. Further information about deadlines, and where paperwork should be taken, is available on the form, which can be found at: <https://www.ucalgary.ca/registrar/student-forms>
- **Deferred Term Work Form:** Deferral of term work past the end of a term also requires a form to be filled out. It's available at [https://www.ucalgary.ca/registrar/files/registrar/deferred\\_termwork15\\_0.pdf](https://www.ucalgary.ca/registrar/files/registrar/deferred_termwork15_0.pdf)  
Once an extension date has been agreed between instructor and student, the form should be taken to the Faculty of Arts Program Information Centre (SS 110) for approval by an Associate Dean (Students).
- There are no re-writes on any exams or essays in this class and no extra credit work will be given. If you anticipate any difficulties meeting any of the class requirements, please make sure to discuss your concerns with the professor before the exam is scheduled or the essay is due.
- If you must miss class, borrow the notes from one of your classmates. Try early on in the course to set up a "buddy system" to help each other in the event of missed classes. See the professor to clarify anything you do not understand.
- **Grade Reappraisal:** Within two weeks of the date the exam/assignment is returned, students seeking reappraisal of examinations or assignments must submit a written response to the instructor explaining the basis for reconsideration of one's mark. The instructor will reconsider the grade assigned and will then book a time with the student to discuss his or her work and rationale. It should be noted that a re-assessed grade may be raised, lowered, or remain the same.
- **Handing in Papers, Assignments:** The main Sociology Department office does not deal with any course-related matters. Please speak directly to your instructor. The Freedom of Information and Protection of Privacy (FOIPP) legislation does not allow students to retrieve any course material from public places. Anything that requires handing back will be returned directly during class or office hours. If students are unable to pick up their assignments from the instructor, they provide the instructor with a stamped, self-addressed envelope to be used for the return of the assignment. Final grades are not posted by the Sociology Department. They are only available online.
- **Student Representation:** The 2017-18 Students' Union VP Academic is Tina Miller ([suvpaca@ucalgary.ca](mailto:suvpaca@ucalgary.ca)). For more information, and to contact other elected officials with the Student's Union, please visit this link: <https://www.su.ucalgary.ca/about/who-we-are/elected-officials/> You may also wish to contact the Student Ombudsperson for help with a variety of University-related matters: <http://www.ucalgary.ca/ombuds/contact>

- **Academic Accommodation:** The student accommodation policy can be found at: [ucalgary.ca/access/accommodations/policy](http://ucalgary.ca/access/accommodations/policy).  
Students needing an Accommodation because of a Disability or medical condition should communicate this need to Student Accessibility Services in accordance with the Procedure for Accommodations for Students with Disabilities [ucalgary.ca/policies/files/policies/student-accommodation-policy](http://ucalgary.ca/policies/files/policies/student-accommodation-policy).  
Students needing an Accommodation based on a Protected Ground other than Disability, should communicate this need, preferably in writing, to the course instructor.
- **Intellectual honesty** is the cornerstone of the development and acquisition of knowledge and requires that the contribution of others be acknowledged. As a result, cheating or plagiarism on any assignment or examination are regarded as serious academic offenses. Students are advised to consult the University Calendar which presents a Statement of Intellectual Honesty and definitions and penalties associated with plagiarism, cheating, and other academic misconduct. Please refer to the website listed below for information on University of Calgary policies on Plagiarism/Cheating/Other Academic Misconduct: <http://www.ucalgary.ca/pubs/calendar/current/k-5.html>
- **Ethics Research:** Students are advised that any research with human subjects, including any interviewing (even with friends and family), opinion polling, or unobtrusive observation, must have the approval of the Faculty Ethics Committee. In completing course requirements, students must not undertake any human subjects research without discussing their plans with the instructor, to determine if ethics approval is required.
- The U of C provides a **safewalk** service to any location on Campus, including the LRT, parking lots, bus zones, and campus housing. For Campus Security/Safewalk call 403-220-5333. Campus Security can also be contacted from any of the “Help” phones located around Campus.
- Cell phones, pagers, Blackberries, internet surfing, watching videos, playing computer games, checking e-mail, text messaging, and listening to music are disruptive to the class. **Please be courteous to your classmates and professor and turn off all such devices before the class starts.** Laptop computers are to be used exclusively for the purposes of taking notes during class. Using your laptop for purposes other than taking notes (e.g., watching videos, playing solitaire, etc.) will be considered disruptive behavior. Students violating the policy will be asked to cease doing so and may be disallowed from using a laptop in future classes. Recording devices may be used only if you have permission from the professor.
- **E-mail:** Feel free to contact me over email at any time. Please put the course name and number in your email’s subject line, and include a proper salutation, your full name, student ID, and a proper closing in the body of your email. All emails violating customary email conventions will be ignored. All other emails will be answered within one business day. I do not answer emails over the weekend. Please take that into account when emailing me questions pertaining assignments or exams. If you have a course-related question, please check the course outline first. Questions that can be answered by consulting the course outline will not be answered. Also, please e-mail me for administrative purposes only, for example to set up an appointment. Please do not use e-mail as a replacement for an office visit, if there is something you want to discuss. Questions about the course content and readings, concerns about grades, or any other personal issues should be dealt with in person during my office hours.
- The main Sociology Department office does not deal with any course-related matters. Please speak directly to your instructor.
- Emergency evacuations: In the case of fire or other emergency evacuation of this classroom, please proceed to the assembly point , Please check these assembly point locations for all of your classes at: <http://www.ucalgary.ca/emergencyplan/assemblypoints>