

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

**The Sociology of Work
Sociology 393.01
Winter 2015**

Instructor: Dr. Jean E. Wallace
Class: Tuesday and Thursday, 2:00-3:15
Location: Kinesiology B Block, Room 126

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Office Hours: Tuesdays and most Thursdays, 1:00-1:45, after class; or by appointment

Course Objectives: The purpose of this course is to adopt 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.

Required Readings:

- **Text:** Hodson, R. and T.A. Sullivan (2012). *The Social Organization of Work* (5th Edition) Belmont, CA: Wadsworth. Also available as eBook and eChapters via Nelsonbrain.com (<http://www.nelsonbrain.com/shop/ISBN/9781111300951?cid=APL1>), as well as used or for rent on Amazon.ca, coursesmart.com, etc.
- **Article 1:** 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>
- **Article 2:** Roth, L.M. (2004). Engendering Inequality: Processes of Sex-Segregation on Wall Street. *Sociological Forum*, 19(2):203-228. <http://www.jstor.org.ezproxy.lib.ucalgary.ca/stable/pdfplus/4148795.pdf?&acceptTC=true&jpdConfirm=true>

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%		

Exams: There will be three multiple-choice exams based on lectures and the assigned readings in the text. 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.

Exam:	Date:	Weight:
Exam #1	February 12	35%
Exam #2	March 26	35%
Exam #3	April 14	10%

Analytic Projects: Analytic projects are concise papers that explore different aspects of work of a particular occupation based on your personal interests. The assignment is at the end of the course outline. **You will choose one of the two options.** The paper is worth 20% of your grade. Note that each essay has a different due date and is **due in-class** by the end of class at 3:15 pm. After that time, 10% of your grade will be deducted per day.

Essay:	Due Date:	Weight:
Analytic Project 1: What’s to Like (or Not) About this Job?	March 19	20%
OR		
Analytic Project 2: Professional Training and Work Issues	April 14	20%

Lecture Schedule and Reading Assignments:

Expected lecture dates for the topics are given, 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”.

I: INTRODUCTION		
January 13	Course Introduction	
January 15 & 20	Studying the World of Work	Hodson & Sullivan, Chap. 2
II: WHY DO WE WORK?		
January 22	The Evolution of Work	Hodson & Sullivan, Chap. 1
January 27	How Organizations Influence Work	Hodson & Sullivan, pp. 168-181
January 29 & February 3	Satisfaction and Alienation	Hodson & Sullivan, Chap. 3
February 5	Meaningful Work	Bunderson & Thompson (2009)
February 10	How Technology Influences Work	Hodson & Sullivan, pp. 161-168; 209-215; 221-225
February 12		
EXAM #1 (35%)		
III: THE CHANGING ROLE OF WOMEN		
February 24 & 26	Class, Race, and Gender	Hodson & Sullivan, Chap. 4
March 3 & 5	Work and Family	Hodson & Sullivan, Chap. 5
March 10	Tokenism and Sex Segregation	Roth (2004)
March 12 & 17	Services	Hodson & Sullivan, Chap. 10
March 19 & 24	Administrative Support and Sales	Hodson & Sullivan, Chap. 13
March 26		
EXAM #2 (35%)		
IV: GOOD VS. BAD JOBS		
March 31 & April 2	Professions and Professionals	Hodson & Sullivan, Chap. 11
April 7	Marginal Jobs	Hodson & Sullivan, Chap. 14
April 9	The Future of Work	Hodson & Sullivan, Chap. 17
April 14		
EXAM #3 (10%)		

ANALYTIC PROJECT 1: WHAT'S TO LIKE (OR NOT) ABOUT THIS JOB?

DUE: MARCH 19 @ 3:15 IN CLASS

Choose an occupation that you would like to know more about. You can focus on a specific job within the occupation or an occupation overall. If you choose a specific job, be sure to consider and discuss it in relation to its broader occupational context.

Part I: Job Context: Your paper should include a definition of the job or occupation, what kind of work is involved, and a brief historical overview (e.g., How and why did this job/occupation come about? What changes have occurred and why?).

Part 2: Demographics of the Job: You should discuss the following in the Canadian context: (1) Demographic composition (gender, race/ethnicity, age, etc.). Has it changed over time? And (2) General training and compensation data (salary/wage range) for this type of work. You may refer to Statistics Canada or if the job requires registration or membership, their association home page.

Part 3: Job Issues: What you see as one or two important issues this job/occupation faces and why? This may be identified by someone in the job, a newspaper article, websites linked to the job, or a research article on this job. The sample questions below may help you think about these issues in relation to the topics covered in the course. Discuss what strategies or solutions you propose to address these issues or how would you “reconstruct” this job/occupation for the future in relation to the issues you raise?

After researching your job/occupation, you should focus on one of the topics from Sections II or III above as a potential job issue. For example, you might consider the following questions for one of the specific sections we have examined. Don't try to address all of these in your paper but rather focus on one of these themes.

Satisfaction and Alienation: What are the most satisfying or alienating/stressful aspects of this job? Are there health or safety issues that affect this job/occupation or those who hold it? Can a worker make a reasonable living? If not, discuss. Does it offer other intrinsic rewards? What other compensation issues arise?

How Technology Influences Work: How is this job typically organized and how does technology influence this type of work? Is this job highly skilled? Is this job/occupation generally “upgrading” or “deskilling”? To whom is this job/occupation responsible? Is it closely supervised or not? How much autonomy? What appear to be the job/occupational trends for the future?

Class, Race and Gender: Does this job seem to be equally represented by gender and/or race or does one gender or race seem to be dominant? How does this impact on the work experiences of those under-represented groups? Has the workforce changed in any major way (e.g. demographics, education, etc.)? Do any inequalities exist in this job/occupation? (e.g. discrimination, harassment, tokenism, exploitation, abusive practices, systemic advantages, disadvantages)?

Work and Family: What are the challenges of balancing the demands of this job with having a family? What time commitment does this job/occupation take? Does it allow for flexibility in scheduling? How compatible is this job/occupation with family, childcare responsibilities? How conducive is it to nontraditional work patterns or arrangements?

Use your course readings and lecture material where relevant to help you discuss the issues you have chosen. Please reference the page numbers for the examples you use from the assigned readings. Please reference your class notes with the date of the lecture. You will need to do some outside reading on your job/occupation. How many sources you need depends on what issues you choose to cover, and how comprehensive the sources are. Be sure to cite whatever sources you use. You may find the following journals helpful: *Work and Occupations*, *Journal of Vocational Behavior*, *Journal of Organizational Behavior*. If you know someone who currently is in this occupation, or once was, you are welcome to talk with her/him and share their perspective in your paper. Do not identify the individual in any recognizable way when taking notes or presenting their thoughts in your paper.

Your paper should be 5 pages, double-spaced (the bibliography does not count in the page limit). The paper represents 20% of course grade. I will evaluate how well you can apply course concepts and material to analyze key topics or issues in relation to a job/occupation and the issues you examine.

ANALYTIC PROJECT 2: PROFESSIONAL TRAINING AND WORK ISSUES

DUE: APRIL 14 @ 3:15 IN CLASS

For this project you will select one profession and you will address the questions below about your profession of choice. Possible professions include: physician, veterinarian, lawyer, engineer, dentist, architect, teacher, registered nurse, registered social worker (if your profession of interest is not on the list, see me for approval). Your paper should include a definition of the profession and a description of what kind of work is involved.

Part 1: Training, Education and Certification: This information is to be based on the University of Calgary's training and degree requirements as well as the Provincial Association for your chosen profession. Provide a summary of the following information on the requirements for: (1) applying to the UC program (e.g., standardized exam scores, GPA, years of undergraduate training or degree, other considerations(e.g., moral character)); (2) completing the UC program (e.g., length of program, costs, practicum component); (3) Provincial membership certification or licensure (e.g., standardized examination, special ceremony, continuing education). Are there any requirements that surprised you?

Part 2: Demographics of the Profession: Using the same web pages, or possibly the Canadian Association website or Statistics Canada, collect information on the Alberta or Canadian membership of your chosen profession. Examples include: the number of members, average salaries and breakdowns of where they work (e.g., by specialty or employment setting), gender breakdowns, age or years experience, foreign trained representation if available. Indicate whether any of these demographics have changed over time.

Part 3: Professional Issues: From the provincial and/or national association web pages, identify what you think are two important issues this profession faces and why (e.g., recruitment in general or of specific types of members (e.g., women, international recruits) or recruitment to specific areas (e.g., more needed in certain specialties, employment settings or locations); member stress/wellness. Discuss whether you think this issue is unique to this particular profession. Discuss what strategies or solutions you would propose or how you might change or reconstruct this occupation for the future in relation to the issues you raise.

Use your course readings and lecture material where relevant to help you discuss the issues you have chosen. Please reference the page numbers for the examples you use from the assigned readings. Please reference your class notes with the date of the lecture. Be sure to cite whatever sources you use in your list of references. You may find the following journals helpful: *Work and Occupations*, *Journal of Vocational Behavior*, *Journal of Organizational Behavior*. If you know someone who currently is in this profession, or once was, you are welcome to talk with her/him and share their perspective in your paper. Do not identify the individual in any recognizable way when taking notes or presenting their thoughts in your paper.

Your paper should be 5 pages, double-spaced (the bibliography does not count in the page limit). This paper represents 20% of course grade. I will evaluate the presentation of your data, the clarity and reasonableness of your analyses, and the completeness of your project.

Formatting Requirements for Both Analytic Projects

Length: Maximum of 5 pages, excluding list of references (strictly imposed)

Font: Use Times New Roman font 12 (which is what this is) **Page Numbers:** Insert page numbers

Spacing: Double-space all of the text **Margins:** Use default margins (e.g., 1½" left and right margins)

References: Use a standardized format such as that used in the text or the assigned articles.

Identification: Be sure to include both your name and student ID number

ADDITIONAL INFORMATION:

- You must provide advance notice to the instructor if you are unable to write an exam or submit an essay on its designated date. All requests for deferral of an exam or essay 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 physical or emotional problem rather than after recovery. Deferred exams or essay may be allowed in the following circumstances: illness, domestic affliction or religious conviction. Travel arrangements, work schedules or misreading of the syllabus are not valid reasons for requesting a deferred exam or essay. Deferred exams or essays will not be granted if it is determined that just cause is not shown by the student and you will receive a 0 for that component of the course. 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 the instructor may choose to transfer the percentage weight to another course component. The make-up test may be a different format (e.g., essay, oral) than the original test at the discretion of the instructor. The scheduled date and location of the make-up exam will be at the convenience of the Sociology Department.
- Please note that requests to defer a final examination or to defer term work past the end of a term go through the Undergraduate Programs Office (UPO) and must be processed by the deadlines that are established in the U of C Calendar. You can find the forms you need online:
Deferred Final Exam Application:
http://www.ucalgary.ca/registrar/files/registrar/APP%20FOR%20DF%20EXAM_0.pdf
Deferred Term Work Form:
<http://www.ucalgary.ca/registrar/files/registrar/defTW.pdf>
You must submit these deferral forms to the Faculty of Arts Associate Dean (Students) through the UPO office: Undergraduate Programs Office, 4th Floor, MacEwan Student Centre. Only the Associate Dean approves requests for deferrals which extend beyond the end of a term. Instructors are not involved in such decisions. To make an appointment with the Associate Dean, phone (403) 220-8155.
- 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.
- **The Freedom of Information and Protection of Privacy (FOIP)** legislation disallows the practice of having students retrieve assignments from a public place, e.g., outside instructor’s office, the department office, etc. Term assignments must be returned to students individually, during class or during the instructor’s 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. Grades are not available through email, phone or the Sociology office. They are available on Blackboard only. When students are unable to submit papers in class, they should make arrangements to hand in their papers directly to the instructor rather than at the Sociology Department main office.
- **Academic Accommodation:** Students with a disability, who require academic accommodation, need to register with the Disability Resource Centre (MC 295, telephone 403-220-8237). Academic accommodation letters need to be provided to course instructors no later than fourteen (14) days after the first day of class. **It is the student’s responsibility to register with the Disability Resource Centre and to request academic accommodation, if required.**
- **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.

- The University of Calgary 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 other students in 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.
- **Emergency evacuations:** In the case of fire or other emergency evacuation of this classroom, please proceed to the assembly point by the North Courtyard at MacEwan Student Centre or the University Theatre Lobby.
- Sociology Web Page: <http://www.soci.ucalgary.ca>