



UNIVERSITY OF CALGARY

Faculty of Social Sciences
Department of Sociology
Sociology Department Home Page: <http://www.soci.ucalgary.ca>

Sociology 393.01 Sociology of Work

• Winter 2019	• Tuesday and Thursday 11:00-12:15	• MFH 160
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Instructor: Dr. Jean E. Wallace

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Office Hours: Tuesdays and Thursdays at 10:00-10:45, after class; or by appointment

Teaching Assistant: Dixie Baum

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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.

Course Objectives/Learning Outcomes

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.

Methods of Evaluation

There are three methods of evaluation for this course that include four multiple-choice **tests**, 5-7 **in-class assignments** and an analytic **paper**. Each of these are described in greater detail below.

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.

Test:	Date:	Weight:
Test #1	February 5	20%
Test #2	March 5	20%
Test #3	March 21	20%
Test #4	April 11	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 that day. These activities will be assigned in class 5-7 times during the semester. 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.**

Analytic Papers: Analytic papers are concise essays that explore different aspects of work for a particular topic. Refer to the handout on the assignments posted on D2L for more details and due dates. You will choose **one** of the topics. The paper is worth 20% of your grade. **Note that each essay has a different due date: You can only submit one paper and you cannot do another paper to improve your grade.**

Final Exam Information: There is no Registrar scheduled final exam for this course.

Grading Scale

Letter grades will be assigned and submitted to the registrar based on the following scale:

Grade	Percent range	Grade Point Value	Description
A+	96 – 100%	4.0	Outstanding performance
A	90 – 95.99%	4.0	Excellent-superior performance
A-	85 – 89.99%	3.7	
B+	80 – 84.99%	3.3	
B	75 – 79.99%	3.0	Good – clearly above average performance
B-	70 – 74.99%	2.7	
C+	67 – 69.99%	2.3	
C	63 – 66.99%	2.0	Satisfactory - basic understanding
C-	59 – 62.99%	1.7	
D+	55 – 58.99%	1.3	
D	50 – 54.99%	1.0	Minimal pass - marginal performance
F	<50%	0	Unsatisfactory performance

The grades for a course component may be scaled to maintain equity among sections and to conform to departmental norms.

Required Textbooks, Readings, Materials

There is one required text for this course (Volta, 2012) and eight required journal articles (see below).

Volta, Rudi (2012). *An Introduction to the Sociology of Work and Occupations (2nd 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

Lecture Schedule and Reading Assignments:

The expected lecture dates and assigned readings are listed below, although unexpected circumstances may require some changes. Power Point outlines will be available on D2L prior to the relevant class. The links for the articles are below and you need your UCID number and password to login to the UC library to access them.

	INTRODUCTION	READING
January 10	Course Introduction	
January 15	Introduction	Volti, Introduction
	I: THE CHANGING NATURE OF WORK	
January 17	Industrialization and its Consequences	Volti, Chap. 3
January 22	Bureaucratic Organizations	Volti, Chap. 4
January 24	“Bureaucracy isn’t Always Bad”	R1 Rai
January 29	Technology and Work	Volti, Chap. 5
January 31	“Production-Line Approach to Service”	R2 Levitt
February 5	TEST #1 (20%)	
	II: LIFE ON THE JOB	
February 7	Who Gets What?	Volti, Chap. 10
February 12	Work and its Rewards	Volti, Chap. 11
February 14	“The Call of the Wild”	R3 Bunderson & Thompson
February 19+ 21	Reading Week	
February 26	The Perils and Pressure of Work	Volti, Chap. 12
February 28	“Not All Coping Strategies are Created Equal”	R4 Lemaire & Wallace
March 5	TEST #2 (20%)	
	III: WOMEN AND WORK	
March 7	Diversity in the Workplace	Volti, Chap. 13
March 12	“When Professionals become Mothers”	R5 Cuddy et al.
March 14	Work Roles and Life Roles	Volti, Chap. 14
March 19	“Housework”	R6 Bianchi et al.
March 21	TEST #3 (20%)	
	IV: PREPARING TO WORK	
March 26	Workplace Culture and Socialization	Volti, Chap. 8
March 28	Professions and Professionals	Volti, Chap. 9
April 2	“Professionalizing Body Art”	R7 Maroto
April 4	Getting a Job	Volti, Chap. 7
April 9	“Exploring Motivations”	R8 Schleef
April 11	TEST #4 (10%)	

Required Journal Articles: The links for the articles are below and you need your UCID number and password to login to the UC library to access them.

R1) 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>

R2) Levitt, T. (1972). Production-Line Approach to Service. *Harvard Business Review*, 50(5):41-52.

https://ucalgary-primo.hosted.exlibrisgroup.com/primo-explore/fulldisplay?docid=01UCALG_ALMA21631360390004336&context=L&vid=UCALGARY&search_scope=EVERYTHING&tab=everything&lang=en_US

R3) 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>

R4) 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>

R5) 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>

R6) 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>

R7) 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>

R8) Schlee, D. (2000). "That's a Good Question!" Exploring Motivations for Law and Business School Choice. *Sociology of Education*, 73(3): 155-174.

<https://www-jstor-org.ezproxy.lib.ucalgary.ca/stable/2673214>

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.

Technology Use

Please note that 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 and documentation from the Student Accessibility Office.

Email

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. 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. **Please e-mail me for administrative purposes only, for example to set up an appointment. 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 or after class.

Emergency Evacuations

In the case of fire or other emergency evacuation of this classroom, please proceed to the assembly point at **Education Block - Food Court**.

Handing in Papers, Assignments

1. The main Sociology Department office does not deal with any course-related matters. Please speak directly to your instructor.
2. **Protection of Privacy:** 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.
3. Final grades are not posted by the Sociology Department. They are only available online.

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.

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>

Absences and 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. For information on possible forms of documentation, including statutory declarations, please see <https://www.ucalgary.ca/pubs/calendar/current/n-1.html>.

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 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).

Student Representation

The 2018-19 Students’ Union VP Academic is Jessica Revington (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>

Safewalk

The University of Calgary provides a “safe walk” service to any location on Campus, including the LRT, parking lots, bus zones, and campus housing. For Campus Security/Safewalk call 220-5333. Campus Security can also be contacted from any of the “Help” phones located around Campus.

Academic Accommodation

The student accommodation policy can be found at: 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.

Students needing an Accommodation based on a Protected Ground other than Disability, should communicate this need, preferably in writing, to the course instructor.

Student Resources

[SU Wellness Centre](#)

[Campus Mental Health Strategy](#)