



DEPARTMENT OF ARTS AND EDUCATION

COURSE OUTLINE – FALL 2019

SO3630 (A2): Sociology of Work and Industry - 3 (3-0-0) 45 Hours for 15 Weeks

INSTRUCTOR: René R. Gadacz-Gould, Ph.D **PHONE:** 780.539.2831
OFFICE: C-306 **E-MAIL:** rgadacz@gprc.ab.ca

OFFICE HOURS: By appointment; drop-ins welcome

PREREQUISITE(S)/COREQUISITE(S): SO 1000 or equivalent

REQUIRED TEXT(S)/RESOURCE MATERIALS: A. Jackson and M. Thomas, 2017 (3rd ed.), Work and Labour in Canada: Critical Issues, Canadian Scholars; G. Lowe and F. Graves, 2016, Redesigning Work: A Blueprint for Canada's Future Well-Being and Prosperity, University of Toronto Press; A. Oppenheimer, 2019, The Robots Are Coming! The Future of Jobs in the Age of Automation, Vintage Books.

CALENDAR DESCRIPTION: Sociological analysis of the changing nature, content, and meaning of work; the diversity of industrial contexts and organizational forms, the underlying economic forces (including global) that shape work and work contexts; and the consequences for individuals and society from Canadian and comparative perspectives.

DELIVERY MODE(S): lectures, class discussion, group work, class presentations, written tests, written and oral assignments.

COURSE OBJECTIVES: Students will be taught the historical and social origins for problems people are experiencing in the 21st century workplace that are associated with the emerging 4th Industrial Revolution – namely, the social impact of shifting job markets; alienated and precarious employment; gender and racial inequality; health, safety issues and working conditions; automation (robotics and AI) and technological

unemployment; the impact of emerging 4.0 technology industries and businesses; and the radical transformation of the meaning and experience of “work” as we have known it over the past three Industrial Revolutions – and perhaps the future elimination of “work” itself (a jobless world?).

LEARNING OUTCOMES: Students will be able to follow trends (‘the numbers’) in historical and contemporary emerging forms/types of jobs and occupations across the four Industrial revolutions, unemployment and participation rates by economic sector and worker demographics (gender, race, age), and wage and income distributions by economic sector and worker demographics. Students should be able to correlate ‘the numbers’ with historical and current changes in education/training regimes, job creation and work design, technological developments in business and industry, skilling and deskilling, transitioning market economics, and industrial/business restructuring.

TRANSFERABILITY: UA, AU, UL, AF, KUC, GMU

***Warning:** Although we strive to make the transferability information in this document up-to-date and accurate, **the student has the final responsibility for ensuring the transferability of this course to Alberta Colleges and Universities.** Please consult the Alberta Transfer Guide for more information. You may check to ensure the transferability of this course at Alberta Transfer Guide at <http://transferalberta.alberta.ca/transfer-alberta-search/#/audienceTypeStep>

**** Grade of D or D+ may not be acceptable for transfer to other post-secondary institutions. Students are cautioned that it is their responsibility to contact the receiving institutions to ensure transferability.**

EVALUATIONS:

Mid-Term Exam (20%)..... *questions given Oct 10, due Oct 17*
Final Exam (30%)..... *questions given Dec 5, due TBA*
Daily Google ‘Shop Talk’ (2 x 5% = 10%)..... *starts September 17*
Book Reviews (2 x 10% = 20%)..... *due Oct. 22 and Dec. 5*
Project/Presentation (20%)..... *due week of Nov. 26 - 28*

GRADING CRITERIA:

Please note that most universities will not accept your course for transfer credit **IF** your grade is **less than C-**.

Alpha Grade	4-point Equivalent	Percentage Guidelines	Alpha Grade	4-point Equivalent	Percentage Guidelines
A+	4.0	91-100	C+	2.3	66-68
A	4.0	86-90	C	2.0	63-65
A-	3.7	81-85	C-	1.7	60-62
B+	3.3	77-80	D+	1.3	55-59
B	3.0	73-76	D	1.0	50-54
B-	2.7	69-72	F	0.0	00-49

COURSE SCHEDULE/TENTATIVE TIMELINE

Please note that the topic sequence below related to the *main* text (Jackson & Thomas, 2017) are 'approximate'. *Chapter topics in J & T (2017) will be supplemented by material from other sources. It is also suggested to start reading Lowe & Graves (2016) and Oppenheimer (2019) right away and on an on-going basis.*

Below, readings refer to the initials of the authors: Jackson & Thomas = **J & T**
Lowe & Graves = **L & G**
Oppenheimer = **O**

September 5 – Meet & Greet; course outlines & course requirements; introduction to the sociology of work and industry...

September 10, 12 – **J & T, Chapter 1, 2; L & G, Chapter 1**; Socio-cultural evolution and complexity; models of social evolution (L. Morgan, K. Marx, L. White); technology, economics, production and growth (Rostow, Kuznets, Schumpeter, Kurzweil)

September 17, 19 – Cont'd; **J & T, Chapter 2, 3; L & G, Chapter 1**; Introduction to the four industrial revolutions; the 1st (mechanization, steam power, water power); the 2nd (electricity, assembly line, mass production, analog); the 3rd (automation,

digitalization, computers, the internet); the 4th (robotics, AI, quantum computing, internet of things, autonomous vehicles, fifth generation wireless, nanotechnology)

September 17, Google 'Shop Talk' starts!

September 24, 26 – Cont'd; **J & T, Chapter 3, 4; L & G, Chapter 2, 3**; Struggles with technology and the effects on labor, the labor force, and the idea of work – changes over time through the 4 industrial revolutions; working in precarious times

October 1, 3 – Cont'd; **J & T, Chapter 3; L & G, Chapter 3, 4**; Organizations and organizational forms; work flow, job dimensions and job design

October 8, 10 – Cont'd; **J & T, Chapter 5, 6; L & G, Chapter 3, 4**; Work and inequality: gender, race, racialization, aging and ageism; disability and challenges in the workplace; workplace health **Thursday October 10, Take-Home Mid-Term Exam Questions given**

October 15, 17 – Cont'd; **J & T, Chapter 5, 6, 7; L & G, Chapter 3, 4, 5**; work/family conflict; family friendly workplace policies; work, alienation, occupational segregation, younger/older workers **Thursday October 17, Take-Home Questions due and short in-class quiz**

October 22, 24 – Cont'd; **J & T, Chapter 8; L & G, Chapter 6**; job satisfaction, transitioning in and out of the work force; developing workplace skills; encouraging productivity, innovation, skills, education; **First book review due on the 22nd!**

October 29, 31 – Cont'd; 'blue collar work'; the crafts, trades, manufacturing; 'white collar work'; managerial, administrative, and professional work; 'criminal' or illegal work

November 5, 7 – Cont'd; service work, 'non-standard work', unpaid domestic work, volunteer work, foreign workers

November 12, 14 – Cont'd; **J & T, Chapter 9, 10; L & G, Chapter 6**; Worker's movements in Canada; unions and organized labour **Tuesday, November 12, Fall Break**

November 19, 21 – Cont'd; **J & T, Chapter 11; L & G, Chapter 7**; Globalization, internationalization, and work in Canada and elsewhere; global competitiveness and the international labour markets

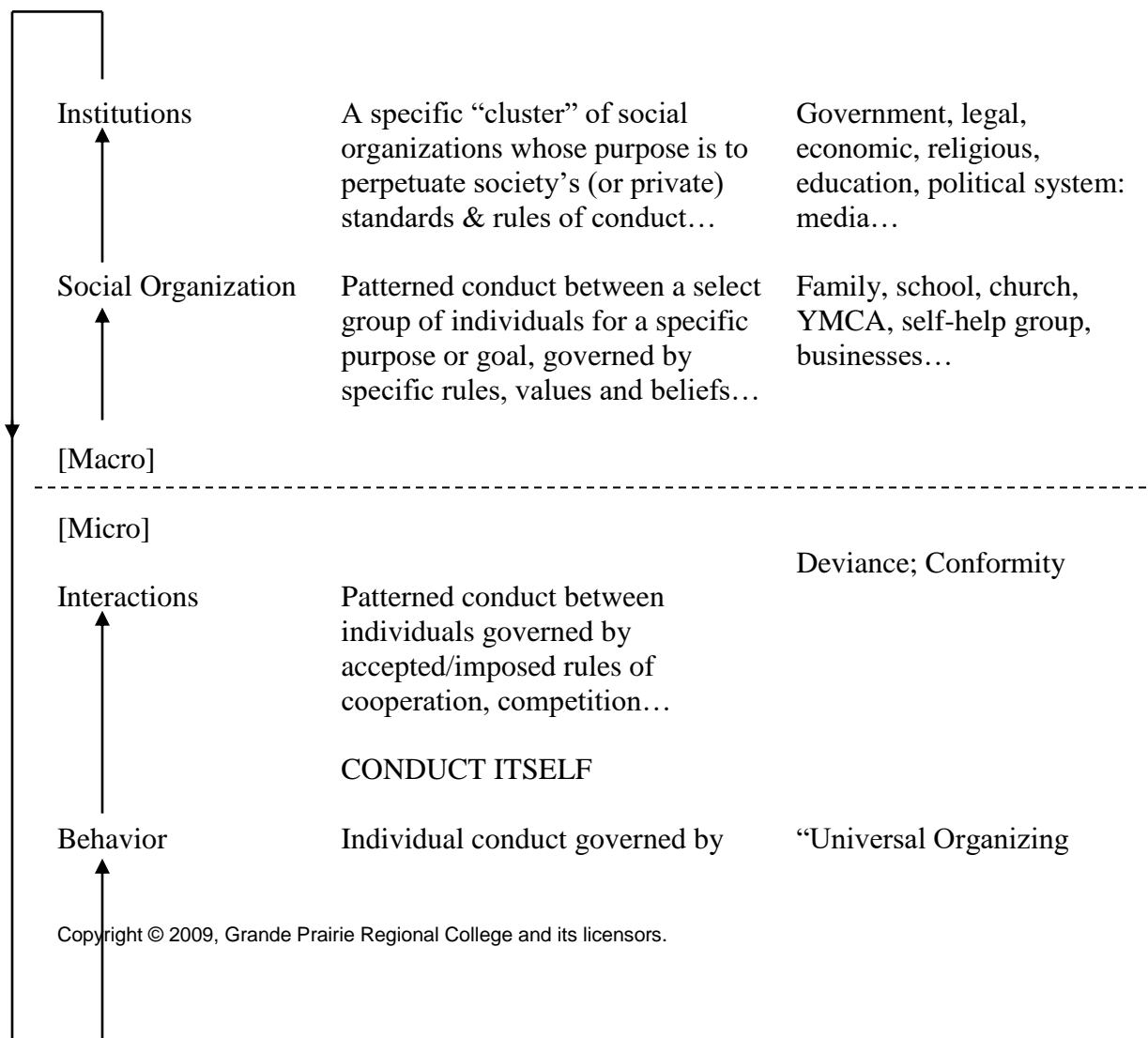
November 26, 28 – Cont’d; **J & T, Chapter 12; L & G, Chapter 7, 8**; Job creation; redesigning work; reforms, transformations; the future of work? **Projects due this week anytime!**

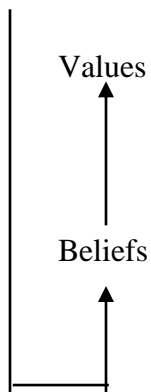
December 3, 5 – Cont’d; Q and A’s – structural unemployment, basic income schemes, future directions; summary, preparations for Final Exam **December 5 Second Book Review due; Take-Home Final Exam questions given**

[Classes end Monday, December 9; Final Exams are December 11-20]

A GENERAL MODEL OF SOCIETY

“The Social System”





social rules of gender, age, etc.
according to internalized beliefs
and values about UOC (accepted or
not accepted)...

Criteria”

RULES OF CONDUCT

Norms

Internalized moral precepts, worth,
utility...

Mores, Folkways

STANDARDS OF CONDUCT

Motivations

Internalized convictions, feelings
of certainty, faith, “truth,”
acceptance...

Attitudes

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Six Ways To Make This Course More Valuable:

- 1. Participate, to engage your learning**
- 2. Question, to enhance your learning**
- 3. Read, to expand your learning**
- 4. Reflect, to measure your learning**
- 5. Apply, to transfer your learning**
- 6. Innovate, to adapt your learning**

STUDENT RESPONSIBILITIES:

EXAMS: *Both* the Mid-Term Exam and Final Exam will be a combination of (a) take-home questions and (b) short in-class quizzes. Take-home questions will be given one week in advance of the due date (*see above*). The short in-class part, written on the take-home due date, will consist of defining terms or concepts, based on lecture and text materials.

SEMESTER WORK: Here's the basic breakdown:

(1) The **DAILY GOOGLE 'SHOP TALK' (x 2)** - involves selecting a *current* (Canadian) media story on *any* aspect of work, labor markets, jobs and employment, automation, etc., and presenting a short analysis tied to information in our textbook. Your media story should overlap with one of the chapters we are currently on. *A short introductory list of website links will be provided. You take it from there!*

(2) The **BOOK REVIEWS (x 2)** - choose **2** of the books listed (*list provided*) and hunt down and summarize, in your own words, published reviews of the book – from academic, popular, print, and electronic media sources. Were the reviews critical? Positive or negative? What did the reviewers argue about? Relate to our course material (e.g., definitions, theories, and issues in work and industry studies).

(3) The **PROJECT/PRESENTATION (x 1) - Automate your job!** This involves writing an algorithm to prepare a job - that you had or still have – to be done by a robot or machine. *Instructions will be provided! No coding background needed!* This includes a 15-minute class presentation at the end of the course.

Attendance at lectures is strongly encouraged; the same applies to your participation in class discussions. ***Be an active participant in your education!***

PLEASE NOTE:

A missed exam unfortunately cannot be accommodated - *unless* the situation is an unexpected personal or family emergency. No make-up exams unless it's an emergency; documentation is then required.

Plagiarism detection software may be used in this course, where students are required, individually or collectively, to submit key assignments/components in paper and/or electronic form.

It is your responsibility to ensure that all your work is at a level appropriate to your year in college/university studies. Always spell- and grammar-check your work; always keep a hard copy or disk copy of your work as back-up. There is writing help on campus, and if in doubt you are always welcome to ask me, your instructor, for clarification. Poor spelling, grammar and organization interferes with the clear communication of ideas and you *will* lose marks if your over-all communication is ineffective.

Late assignments or no-shows (on any applicable assignment/course component) will result in an automatic loss of 5 marks (of the value of the work) PER DAY, up to

and including the day of a late submission (example: if an assignment is worth 20%, one late day makes it worth 15%, etc.), unless immediate or prior arrangements, based on exceptional circumstances, have been made. Documented personal or family emergencies, of course, will be accommodated.

STATEMENT ON PLAGIARISM AND CHEATING:

Cheating and plagiarism will not be tolerated and there will be penalties. For a more precise definition of plagiarism and its consequences, refer to the section on Plagiarism and Cheating in the College policy titled Student Misconduct: Academic and Non-Academic at

(<https://www.gprc.ab.ca/about/administration/policies/fetch.php?ID=68>).

Instructors reserve the right to use electronic plagiarism detection services on written assignments. **Instructors also reserve the right to ban the use of any form of electronics (cell phones, Blackberries, iPods, tablets, scanning pens, electronic dictionaries, etc.) during class and during exams.**

**Note: all Academic and Administrative policies are available at <https://www.gprc.ab.ca/about/administration/policies/>