



Instructor: Anne Kronberg, Ph.D. Meeting: Tue 10:00-12:00  
Email: kronberg@soz.uni-frankfurt.de Location: Seminarhaus  
SH 0.105  
Office: PEG 3.G 134 Office Hours: Tue 3-5pm by  
appointment  
Module: Soz10-BA-S3, Soz-BA-S3, Soz10-BA-SP, Soz10-BA-S1, Soz-BA-S1

### **Course Overview**

In past decades the nature of work has changed dramatically. This seminar will take a closer look at the routinization of (service) work, dissolution of firm boundaries (e.g. decline of life-time employment, rise of contingent work), and the effect of technology and the Internet on work (e.g. knowledge work, creative work, digital work).

The course introduces students to classic concepts in sociology of work and applies concepts to current phenomena. Students get a hands-on experience by conducting a small interview project with full-time employed workers and by observing professional bloggers on YouTube.

### **Language:**

English is the official language. Final paper, and individual office hour appointments can be in German.

### **Readings:**

Readings consist of one or two papers per week. Papers are a mix of empirical and theoretical papers from scholarly journals or books. All readings are in English. I provide electronic copies of all readings via OLAT.

### **Meeting time:**

Our class meets Tuesdays 10-12am in Seminarhaus (SH) 0.105. Please note that class is **canceled on November 22<sup>nd</sup>**.

### **Requirements:**

#### **Teilnahmeschein:**

- 1) Media presentation (~ 10 mins)
- 2) Group Interview Project
  - a. Conduct 1 interview with a full-time employee/ worker
  - b. Present interview results to class (Dec 20 2016)
- 3) Written response to weekly reading questions (~1 page each) in 4 out of 8 weeks. Responses are due Monday morning (8 am) before the session. I do not accept late assignments. Responses have to be submitted via OLAT.

### **Leistungsnachweis:**

- 1) Same requirements as Teilnahmechein, plus
- 2) Individual Interview Project (10-15 pages): Interview 6 full-time employees. You can choose your own research question. For your paper you have to complete the following steps.
  - a. A written summary (~1 paragraph) of your planned topic is due on **November 29 2016**.
  - b. A written paper expose is due on **January 17 2016**.
  - c. The final paper is due on **March 28 2016**.

I will determine your grade for the Leistungsnachweis as follows

- Response to weekly discussion questions: 40%
- Paper Expose: 10%
- Final paper: 50%

### **DETAILED GRADE INFORMATION**

#### **Participation**

There are no attendance grades. Nonetheless, I expect regular and active attendance. The course relies heavily on discussion and group work to develop and apply content. Hence, your and everyone else's learning experience depends on your participation.

#### **Media Presentation**

The changing nature of work is frequently discussed in the media. To receive a Teilnahme- or Leistungsschein, your group is responsible for bringing a media piece that exemplifies the changing nature of work on an assigned day. This media piece might be a news article, or a video clip from a movie or television show. In about 10 minutes, your group will present the piece and then lead a class discussion on how this piece relates to course content. Each team is responsible for emailing me the media piece and a short description of the course concepts your media piece touches on, **4 days before the presentation** (i.e. the Friday before the presentation). I will distribute more detailed instructions in class and on OLAT.

#### **Small Interview Project**

As a course, we will conduct a small interview study that examines the changing nature of work. To receive a Teilnahme- or Leistungsschein, each student will conduct 1 interview. Students will work in groups, to compare their interviews and to present their key findings to the course on December 20<sup>th</sup>. I will distribute more detailed instructions in class and on OLAT.

#### **Written responses to weekly discussion questions (40% of final grade)**

I will post discussion questions for the weekly readings a week before they are due. These discussion questions will help you focus on the important aspects in each article and will prepare you for discussion in class. To receive a Teilnahme- or Leistungsschein, you need to submit written responses in 4 of 8 weeks (Oct 25, Nov 1, Nov 8, Nov 29, Dec 6, Dec 13, Jan 10, Jan 17). Written responses are due Monday morning (8:am) before class via OLAT. I do not accept late assignments.

### **Detailed Paper Expose (10% of final grade) – Due January 17th**

To receive a Leistungsschein, you need to complete your paper expose by January 17 2017. The expose should include 1) statement of your research question, 2) a short description of your theoretical frame and two pieces of literature, 3) a short description of who you will interview and how you will recruit them, and 4) an interview guide with 4-6 open ended interview questions that address your research question and theoretical framing.

### **Final Paper (50% of final grade) – Due March 28th**

To receive a Leistungsschein, you need to complete your final paper by March 28 2017. Your final paper should demonstrate that you understand the key concepts discussed in class. The paper has to include 1) a research question and hypotheses that you developed using 6 scholarly articles/ book chapters, 2) a presentation of the results from the interviews, 3) a discussion of how your results speak to the previously discussed readings and hypotheses. I will distribute more detailed instructions in class and on OLAT.

### **Important Administrative Details:**

1. Please register for the class under the **LSF-System**. If you missed the deadline, be sure to sign up on the “Non-electronic Sign Up” form in class.
2. You **ALSO** need to **register in OLAT**, where we have the course materials. Please use your university address ([s0000000@stud.uni-frankfurt.de](mailto:s0000000@stud.uni-frankfurt.de)) and have it forward to your preferred address if you don't check it that much. Be sure your mailboxes are not too full; otherwise you will miss messages! I communicate with the class exclusively over OLAT.
3. For **office hours appointments**, please email ([kronberg@soz.uni-frankfurt.de](mailto:kronberg@soz.uni-frankfurt.de)) or talk to me after class.

### **Wichtige Administrative Informationen:**

1. Bitte melden Sie sich für diese Vorlesung über das **LSF-System** an. Falls Sie die Deadline verpasst habe, schreiben Sie sich bitte in die Warteliste ein.
2. Zusätzlich ist eine Einschreibung in den entsprechenden **OLAT-Lernraum** erforderlich. Bitte stellen Sie sicher, dass E-Mails an Ihre **Hochschul-Email-Adresse** ([s0000000@stud.uni-frankfurt.de](mailto:s0000000@stud.uni-frankfurt.de)) Sie immer erreichen. Nachrichten aus OLAT gehen ausschließlich an diese Email-Adressen!
3. Für **Sprechstundentermine** schicken Sie eine kurze Email ([kronberg@soz.uni-frankfurt.de](mailto:kronberg@soz.uni-frankfurt.de)) oder machen Sie einen Termin vor oder nach dem Seminar aus.

## Detailed Course Outline (subject to change)

Oct 18	<b>Introduction</b>
<b>Cog in the Machine – Routinization of Work</b>	
Oct 25	<p>Scientific Management</p> <ul style="list-style-type: none"> <li>- Braverman, H. (1976). <i>Labor and Monopoly Capital</i>. New York: Monthly Review Press. Chapter 4 “Scientific Management” (skim p. 59-76 focus on p. 77- 83)</li> <li>- Edwards, R. (1979). <i>Contested Terrain</i>. New York: Basic Books Inc. Chapter 7 “Technical Control: An All-Around Adjustor and Equalizer” (p.111-130)</li> </ul> <p>Optional:</p> <ul style="list-style-type: none"> <li>- Edwards Chapter 9 “Labor Re-Divided”</li> </ul>
Nov 1	<p>Routinization of Service Work</p> <ul style="list-style-type: none"> <li>- Dustin, D. (2007). <i>McDonaldization of Social Work</i>. Ashgate Publishing. Chapter 3 “Impact of Care Management on Social Work Practice”</li> </ul> <p>Optional</p> <ul style="list-style-type: none"> <li>- Dustin Chapter 1 “Theorizing Social Change”</li> <li>- Leidner, R (1993). <i>Fast Food, Fast Talk</i>, Berkeley: University of California Press. Chapter 2 “How can work on people be routinized”, Chapter 5 “Controlling Interest”</li> </ul>
Nov 8	<p>Emotional Labor</p> <ul style="list-style-type: none"> <li>- Hochschild, A. (2012). <i>The Managed Heart</i>. Berkeley: University of Berkeley Press. Chapter 7 “Between Toe and Heel: Jobs and Emotional labor”</li> </ul>
Nov 15	<p><b>Skills Lab: Qualitative Interviews</b></p> <ul style="list-style-type: none"> <li>- Weiss, R. (1994). <i>Learning from Strangers</i>. New York, NY: Free Press, Kapitel 2 „Respondents: Choosing them and recruiting them“</li> <li>- Babbie, E. (2010). <i>The Practice of Social Research</i>. Belmont: Wadsworth Cengage Learning Inc., “Non-probability Sampling“, “Conducting Qualitative Field Research“</li> </ul>
Nov 22	* class canceled *
<b>The Rise and Fall of the Company (Wo)Man - Organizational Boundaries</b>	
Nov 29	<p>Bureaucracy</p> <ul style="list-style-type: none"> <li>- Weber “Bureaucracy”</li> <li>- Edwards, R. (1979). <i>Contested Terrain</i>. New York: Basic Books Inc. Chapter 8 “Bureaucratic Control”</li> </ul> <p>=&gt; <i>Leistungsschein: Hand in paper topic/ research question</i></p>

Dec 6	<p>Firm-Internal Labor Markets</p> <ul style="list-style-type: none"> <li>- Althausen, R. (1989). Internal Labor Markets. <i>American Review of Sociology</i>, 15, 143-161. Read p. 143- 150</li> <li>- Arthur, M. and D. Rousseau (1994). The Boundaryless Career: A New Employment Principle for a New Organizational Era. <i>Journal of Organizational Behavior</i>, 15, 295-306</li> </ul> <p>Optional:</p> <ul style="list-style-type: none"> <li>- Giesecke, J. und J.P. Heisig (2010). Destabilisierung und Destandardisierung, aber für wen? Die Entwicklung der westdeutschen Arbeitsplatzmobilität seit 1984, <i>Kölner Zeitschrift für Soziologie und Sozialpsychologie</i> 62: 403-435.</li> </ul>
Dec 13	<p>Changing Employment Relations</p> <ul style="list-style-type: none"> <li>- Kalleberg, A. (2009). Precarious Work, Insecure Workers: Employment Relations in Transition. <i>American Sociological Review</i>, 74, 1-22</li> <li>- Kunda, G., Barley, S.R., Evans, J. (2002). Why do contractors contract? The experience of highly skilled technical professionals in a contingent labor market. <i>Industrial &amp; Labor Relations Review</i>, 55, 234-261</li> </ul> <p>Optional:</p> <ul style="list-style-type: none"> <li>- Eichhorst, W. and V. Tobsch (2013). Has atypical work become typical in Germany? IZA Discussion Paper No 7609</li> </ul>
Dec 20	<b>Interview Presentations in class</b>
Dec 24- Jan 8	<b>Winter Break!</b>
<b>Work &amp; Professions in the Digital Age</b>	
Jan 10	<p>Knowledge Work and the Role of Organizational Culture</p> <ul style="list-style-type: none"> <li>- Kunda, G. (2006). <i>Engineering Culture: Control and Commitment in a High Tech Corporation</i>. Philadelphia: Temple University Press [selected chapters]</li> </ul>
Jan 17	<p>Creative Work</p> <ul style="list-style-type: none"> <li>- Zafirau, Stephen (2008). Reputation work in selling film and television: Life in the Hollywood Talent Industry. <i>Qualitative Sociology</i>, 31(2), 99-127</li> <li>- Lewis, S. (2012). The Tension Between Professional Control And Open Participation. <i>Information, Communication, &amp; Society</i>, 15(6), 836-866</li> </ul> <p>=&gt; <i>Leistungsschein: Hand in Paper Expose</i></p>
Jan 24	<p><b>Application: Digital Labor - YouTubing</b></p> <ul style="list-style-type: none"> <li>- De Kosnik (2012) <i>Fandom as Free Labor</i>. In: Scholz, T. (ed). <i>Digital Labor. The Internet as a Playground and Factory</i>. New York, NY: Routledge.</li> <li>- Dean, J. (2012) <i>Whatever Blogging</i>. In: Scholz, T. (ed). <i>Digital Labor. The Internet as a Playground and Factory</i>. New York, NY: Routledge.</li> </ul>

Jan 31	<b>Application: Digital Labor – YouTubing</b>
Feb 07	<b>Summary</b>
Mar 28	Leistungsschein: Final Paper Due