

Instructor: Anne Kronberg, Ph.D.
Email: kronberg@soz.uni-frankfurt.de

Room
Tue: 10:00-12:00 Uhr - SH 2.103

Office: PEG 3 G.134
Module: SOZ-MA-4; SOZ-MA-8; WF-MA-2, Soz10-BA-SP, Soz-BA-SP; PW-BA-SP

Office hour: Di: 15:00-17:00 Uhr

Overview

The way we work has changed in past decades. For instance, work has become more precarious and boundaries between work and non-work became less distinct. This seminar introduces you to sociology of work and organizations theory to better understand the world of work. We begin with a discussion of important concepts in sociology of work that address changes in the way we work. As most (paid) work in Western societies occurs within the context of work organizations, the second part of the seminar will cover important organizational theories. These theories primarily address why organizations, and therefore the nature of work, change.

Readings

Readings include two to three required texts each week (marked with **) as well as several optional readings (marked with *). Readings are in German and English language and include book chapters as well as scientific research articles. Electronic copies of all readings are available via OLAT.

Requirements:

Teilnahmeschein – Pass/Fail

- 1) 4x written responses to weekly reading questions (~1 page each). Responses are due Sunday at midnight. I will not accept late assignments. Responses have to be submitted via OLAT.
- 2) One 10-minute media presentation
- 3) Class Interview Project
 - a. Conduct 1 semi-structured interview and upload your anonymous transcript to a shared folder on OLAT
 - b. Work in groups to compare and contrast interviews.

Leistungsnachweis – Graded Credit

- 1) Same requirements as Teilnahmeschein, plus
- 2) Individual interview project (10-15 pages): Interview 4 individuals (e.g. employees, supervisors, or business owners). You can choose your own research question. The final paper is due March 27, 2018. During the semester you have to complete the following steps.
 - a. A summary (~1 paragraph) of your planned topic. Due **Dec 5 2018**.

- b. A written paper expose. Due on **January 24 2018**.

I will determine your final grade as follows

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

DETAILED GRADE INFORMATION

Participation

Per university policy, 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.

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

I will post discussion questions for the weekly readings a week before readings are due. These discussion questions will help you focus on the important aspects in each article and will prepare you for discussion in class. You need to submit written responses in 4 weeks. Written responses are due Sunday before class (11:59pm) via OLAT.

Detailed Paper Expose (10% of final grade) – Due January 24th

To receive a Leistungsschein, you need to complete your paper expose by January 24 2018. 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 27th

To receive a Leistungsschein, you need to complete your final paper by March 27 2018. 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.

Media Presentation

The changing nature of work is frequently discussed in the media. 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, a video clip from a movie or television show, or any other piece of public discourse such as song lyrics. 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 Thursday before the presentation).

Class Interview Project

We will conduct a small interview study that examines the changing nature of work. We will decide on ONE topic in class and will develop the interview guide together. To receive a Teilnahme- or Leistungsschein, each student will conduct 1 interview and upload the anonymized transcript to OLAT. In the last two weeks of the seminar each group is responsible for identifying key findings and presenting them in class. 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, download and fill out the form located at this link: <http://www.fb03.uni-frankfurt.de/46312542/late-registry.pdf>
2. You ALSO need to **register in OLAT**, where we have the course materials. Please use your university address (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) or talk to me after class.

Weekly Overview (*subject to change*)

Oct 17	<p>Introduction</p> <p>**Budd, John W. 2011: <i>Introduction. The Thought of Work</i>, Ithaca, NY: ILR/Cornell University Press, 1-18</p> <p>**Abraham, Martin; Büschges, Günter 2004: "Organisationen als Gegenstand der Sozialwissenschaft". In: dies: Einführung in die Organisationssoziologie, Wiesbaden: VS Verlag (3. Aufl.), 55-108</p> <p>* Voß, G. Günter (2010) Was ist Arbeit? Zum Problem eines allgemeinen Arbeitsbegriffs. In: Böhle, Fritz/ Voß, G. Günter/ Wachtler, Günther (Hrsg.) Handbuch Arbeitssoziologie. Wiesbaden: VS Verlag für Sozialwissenschaften, S. 11-77</p>
Sociology of Work	
Oct 24	<p>Scientific Management & Taylorism</p> <p>** 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)</p> <p>** Edwards, J. (1979). <i>Contested Terrain</i>. New York: Basic Books. Chapter 9 "Labor Re-Divided"</p>
Oct 31	<p>Routinization of Service Work and Emotional Labor</p> <p>** Dustin, D. (2007). <i>McDonaldization of Social Work</i>. Ashgate Publishing. Chapter 3 "Impact of Care Management on Social Work Practice"</p> <p>** Hochschild, A. (2012). <i>The Managed Heart</i>. Berkeley: University of Berkeley Press. Chapter 7 "Between Toe and Heel: Jobs and Emotional labor"</p> <p>* Dustin, D. (2007). Chapter 1 "Theorizing Social Change"</p> <p>* Zafirau, Stephen (2008). Reputation work in selling film and television: Life in the Hollywood Talent Industry. <i>Qualitative Sociology</i>, 31(2), 99-127</p> <p>* 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"</p>
Nov 7	<p>Bureaucracy and Firm Internal Labor Markets</p> <p>** Weber, M. "Bureaucracy"</p> <p>** Crozier, Michel (1964). "The bureaucratic system of organization." Ch. 7 in <i>The Bureaucratic Phenomenon</i>. University of Chicago Press.</p> <p>** Althausen, R. (1989). Internal Labor Markets. <i>American Review of Sociology</i>, 15, 143-161. Read p. 143- 150</p> <p>* Edwards, R. (1979). <i>Contested Terrain</i>. New York: Basic Books Inc. Chapter 8 "Bureaucratic Control"</p>

Nov 14	<p>Changing Employment Relationships</p> <p>** Kalleberg, A. (2009). Precarious Work, Insecure Workers: Employment Relations in Transition. <i>American Sociological Review</i>, 74, 1-22</p> <p>** 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 & Labor Relations Review</i>, 55, 234-261</p> <p>* Eichhorst, W. and V. Tobsch (2013). Has atypical work become typical in Germany? IZA Discussion Paper No 7609</p>
Nov 21	<p>Crowdwork and the Gig-Economy:</p> <p>** De Stefano, V. (2015). The Rise of the 'Just-in-Time Workforce': On-Demand Work, Crowd Work and Labour Protection in the 'Gig-Economy'. <i>Comparative Labor Law & Policy Journal</i>, Forthcoming; Bocconi Legal Studies Research Paper No. 2682602.</p> <p>** Flanagan F. (2017). Symposium on work in the 'gig' economy: Introduction. <i>The Economic and Labour Relations Review</i>, 28(3): 378-381</p>
Nov 28	<p>Skills Lab: Qualitative Interviews</p> <p>**Weiss, R. (1994). <i>Learning from Strangers</i>. New York, NY: Free Press, Kapitel 2 „Respondents: Choosing them and recruiting them“</p> <p>**Babbie, E. (2010). <i>The Practice of Social Research</i>. Belmont: Wadsworth Cengage Learning Inc., “Non-probability Sampling“, “Conducting Qualitative Field Research“</p> <p>=> <i>Final Paper Abstract Due (Leistungsschein)</i></p>
Organizational Theory: Making Sense of Organizations	
Dec 6	<p>Economic Theories of Organizations</p> <p>** Fama, Eugene F. and Michael C. Jensen (1983). “Separation of ownership and control.” <i>Journal of Law and Economics</i>, 26: 301-25.</p> <p>** Coase, R. H. (1937). “The nature of the firm.” <i>Economica</i>, 386-405.</p> <p>* Williamson, O. E. (1981). "The economics of organization: The transaction cost approach." <i>American Journal of Sociology</i>, 87: 548-577.</p> <p>* Alchian, A. and H. Demsetz (1972). "Production, information costs, and economic organization." <i>American Economic Review</i>, 33: 777-95.</p> <p>* Freeman, John H. (1999). “Efficiency and rationality in organizations.” <i>Administrative Science Quarterly</i>, 44: 163-175.</p>
Dec 13	<p>Power and Influence in Organizations</p> <p>** Tomaskoiv-Devey, D. (2014). “The Relational Generation of Workplace Inequality.” <i>Social Currents</i> 1: 51-73</p> <p>** Pfeffer, Jeffrey and Gerald Salancik (1974). "Organizational decision making as a political process: The case of a university budget." <i>Administrative Science Quarterly</i>, 19: 135-51.</p> <p>** Mechanic, David (1962). "Sources of power of lower participants in</p>

	complex organizations." <i>Administrative Science Quarterly</i> , 7: 349-64.
Dec 19	<p>Resource Dependence</p> <p>** Emerson, R. (1962). "Power-dependence relations." <i>American Sociological Review</i>, 27: 31-40.</p> <p>** Aldrich, Howard E. and Jeffrey Pfeffer (1976). "Environments of organizations." <i>Annual Review of Sociology</i>, 2: 79-105.</p> <p>* Thompson, James D. (1967). <i>Organizations in Action</i>. New York: McGraw Hill. Chapters 3 & 10</p> <p>* Pfeffer, Jeffrey and Gerald R. Salancik (1978). Chapters 1, 2, & 3 in <i>The External Control of Organizations: A Resource Dependence Perspective</i>. New York: Harper and Row.</p>
Dec 23- Jan 7	Winter Break!
Jan 9	<p>Ecological Theories of Organizations</p> <p>** Hannan, Michael T. and John H. Freeman (1977). "The population ecology of organizations." <i>American Journal of Sociology</i>, 82: 829-64.</p> <p>** Hannan, Michael T. and Glenn R. Carroll (2000). "An introduction to organizational ecology." Ch. 2, pp. 17-32 in <i>Organizations in Industry: Strategy, Structure & Selection</i>. Oxford University Press.</p> <p>* Hannan, Michael T. and John H. Freeman (1984). "Structural inertia and organizational change." <i>American Sociological Review</i>, 49: 149-64.</p> <p>* Carroll, Glenn R. and Anand Swaminathan (2000). "Why the microbrewery movement? Organizational dynamics of resource partitioning in the American brewing industry after Prohibition." <i>American Journal of Sociology</i>, 106: 715-62.</p> <p>=> <i>Interview transcript for class interview project due (all students)</i></p>
Jan 16	<p>Institutional Theories of Organizations</p> <p>** Meyer, John W., and Brian Rowan (1977). "Institutionalized organizations: Formal structure as myth and ceremony." <i>American Journal of Sociology</i>, 83: 340-363.</p> <p>** DiMaggio, Paul J. and Walter W. Powell (1983). "The iron cage revisited: Institutional isomorphism and collective rationality in organizational fields." <i>American Sociological Review</i>, 48: 147-160.</p> <p>=> <i>Paper Exposé Due (Leistungsschein)</i></p>

Jan 23	Organizations and Their Legal Environment ** Micco, A. and C. Pages (2006). "The Economic Effects of Employment Protection: Evidence from International Industry-Level Data" <i>IZA Discussion Paper No. 2433</i> . Available at SSRN: https://ssrn.com/abstract=947097 ** Jacobi, L. and J. Kluve (2006) "Before and After the Hartz Reforms: The Performance of Active Labour Market Policy in Germany" <i>IZA Discussion Paper No. 2100</i> ; Available at SSRN: https://ssrn.com/abstract=900374
Jan 31	Interview Analysis
Feb 07	Group Presentation & Conclusion
Leistungsschein: Final Paper Due – March 27th 2018	