

**Industrial Sociology
Sociology 175**

General Information

Lectures: M-W-F: 11:00 - 11:50am.
Room: Amador Hall 251

Office Hours: M-W-F: 1:00 - 2:00pm.
Room: Amador Hall 454D
278-6675 or cvarano@csus.edu

Course Description

This course examines the role of conflict, cooperation, and control in economic organizations. We begin with the emergence of large-scale industry and the struggle over organizational control in nineteenth and twentieth century America. The second part of the course focuses more closely on the structure and dynamics of economic organizations in contemporary America, Japan, and Mexico. We then consider the role of computer technology in different work settings and different labor-management contexts. In conclusion we explore employee ownership and industrial democracy as alternative forms of economic organization. Throughout this course we will ask to what extent bureaucracy has shaped the lives of workers and managers, how they have resisted, and whether new forms of organization might replace it.

Course Requirements

There will be **three** exams (two midterms and a final). Each exam is worth **1/3** of your grade and the final exam covers all lectures and readings completed to date. Students will also be required to write **three** take-home essay questions (5 double-spaced typewritten pages) which are due on the midterm and final dates. Make-up exams will be penalized except for students with a doctor-verified medical reason.

Course Readings:

Edwards, Richard. *Contested Terrain: The Transformation of the Workplace in the Twentieth Century*. New York: Basic Books, 1979.

Smith, Vicki. *Managing in the Corporate Interest: Control and Resistance in an American Bank*. Berkeley: University of California Press, 1990.

Zuboff, Shoshana. *In The Age Of The Smart Machine: The Future of Work and Power*. New York: Basic Books, 1988.

Students will also be responsible for selected readings which are cited in the course outline and are available on library reserve.

Economic Organization, Bureaucracy, and Control

Feb. Xxx: Introduction to course.
Classical theories of economic organization.

Read: *Max Weber, "Bureaucracy," *From Max Weber: Essays in Sociology*, reprinted in Oscar Grusky and George A. Miller (eds) *The Sociology of Organizations: Basic Studies*. New York: The Free Press, 1981, pp. 7-27.

Feb. xxx: Bureaucracy, rationality, and control.

Read: *Stephen Hill, "Introduction: the competition of economic interests," from *Competition and Control at Work: The New Industrial Sociology*. London: Heinemann Educational Books, 1981, pp. 1-15.
Edwards, pp. 3-22.

From "Simple Control" to "Scientific Management."

Read: Edwards, pp. 23-36, 48-65, 85-89, and 90-110.

Feb. xxx: From "Technical Control" to "Bureaucratic Control."

Read: Edwards, pp. 110-129, 130-162.

Film clips from *Metropolis*, *Modern Times*.

Feb. xxx: The Mayo experiments and Human Relations.

Read: *Fritz J. Roethlisberger and William J. Dickson, "Human Relations" from *Management and the Worker*, reprinted in Oscar Grusky and George A. Miller (eds) *The Sociology of Organizations: Basic Studies*. New York: The Free Press, 1981, pp. 67-83.

A Reinterpretation of the Mayo Experiments.

Read: *Paul Blumberg, "The Forgotten Lessons of the Mayo Experiments: I,II" from _____ *Industrial Democracy: The Sociology of Participation*. New York: Schocken Books, 1976, pp. 14-46.

March xxx: Review and **Midterm #1 - Essay Question Due.**

Management in Contemporary Industry

March xxx: Organizational restructuring and middle-status workers.

Read: Smith, Introduction and chapters 1-3.

March xxx: Managerial consent and resistance to corporate restructuring.

Read: Smith, chapters 4-7.

Japan, Mexico, and the United States in a Global Economy

March xxx: Japanese Industrial Organization.

Read: *James R. Lincoln and Kerry McBride, "Japanese Industrial Organization in Comparative Perspective," *American Review of Sociology*, 13, 1987, pp. 289-312.

Importing Japanese Organizational Forms to America.

Read: *Clair Brown and Michael Reich "When Does Union-Management Cooperation Work? A Look at NUMMI and GM-Van Nuys," in *California Management Review*, Summer 1989, pp. 26-44.

*Mike Parker and Jane Slaughter "Management by Stress," in *Technology Review*, October 1988, pp. 37-44.

March xxx: Mexico and Maquiladores.

Read: *Harley Shaiken, "Industrial Relations and Work Organization," in *Mexico in the Global Economy*. Monograph Series, 33, Center for U.S. - Mexican Studies; University of California, San Diego, 1990.

Gender, resistance, and the labor process.

Read: *Devon Pena, "Tortuosidad: Shop Floor Struggles of Female Maquiladora Workers," in Vicki L. Ruiz and Susan Tiano (eds.) *Women on the U.S.-Mexico border: responses to change*. Boston: Allen & Unwin, 1987, pp. 129-54.

April xxx: Corporate restructuring and "just-in-time" workers.

Read: *Robert E. Parker, "The Temporary Help Industry" and "The Growth of Contingent Work: A Critical View" from *Flesh Peddlers And Warm Bodies: The Temporary Help Industry and Its Workers*. New Brunswick, NJ: Rutgers University Press, 1994, pp. 23-55, 137-153.

*Robert Reich, "Who is Us?" *Harvard Business Review*, Jan.-Feb. 1990, pp. 53-64.

April xxx: **Midterm #2 - Essay Question Due.**

Computers and the Organization of Work

April xxx: Computer technology and industrial work.

_____ Read: Zuboff, pp. 3-16, 58-96.

April xxx: Computers, skills, and knowledge.

Read: Zuboff, pp. 124-73, 174-218.

Power and authority in the computerized workplace.

Read: Zuboff, pp. 245-84, 285-310.

April xxx: Computers as "Big Brother" in the workplace.

Read: Zuboff, pp. 315-361, 362-86.

Employee Ownership: Alternative or Contradiction?

May xxx: Employee Ownership.

Read: *Raymond Russell, "Ownership, Work, and Public Policy" and "Strategies For Sharing Ownership," from *Sharing Ownership in the Workplace*. Albany: State University of New York Press, 1985, pp. 1-70.

May xxx: The Case of Weirton Steel.

Read: No Readings.

**Final Exam - XXXday, May xx.
X:00 - X:00 pm.**