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:


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.


Feb. xxx: Bureaucracy, rationality, and control.


From "Simple Control" to "Scientific Management."


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


Film clips from Metropolis, Modern Times.

Feb. xxx: The Mayo experiments and Human Relations.


A Reinterpretation of the Mayo Experiments.


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.


Importing Japanese Organizational Forms to America.


March xxx: Mexico and Maquiladores.


Gender, resistance, and the labor process.


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

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.


May xxx: The Case of Weirton Steel.

**Read:** No Readings.

**Final Exam - XXXday, May xx.**

X:00 - X:00 pm.