

Soc-S 315 Work in the New Society

Introduction

- Monday, January 13: Before the 20th
 - Jacoby, Sanford M. 2004. “The Way It Was: Factory Labor Before 1915.” Chapter 2 in *Employing Bureaucracy: Managers, Unions, and the Transformation of Work in the 20th Century*.

Industrial Work in the 20th Century

- Wednesday, January 15: Marxist Approach to Capitalism.
 - Braverman, Harry. 1976. “Labor and Labor Power.” Chapter 1 in *Labor and Monopoly Capital*.
 - Braverman, Harry. 1976. Pp.52-58 from “The Division of Labor.” Chapter 3 in *Labor and Monopoly Capital*
 - Braverman, Harry. 1976. Pp.77-83 from “Scientific Management.” Chapter 4 in *Labor and Monopoly Capital*.
 - Braverman, Harry. 1976. “The Primary Effects of Scientific Management.” Chapter 5 in *Labor and Monopoly Capital*.
 - Braverman, Harry. 1976. “The Habituation of the Worker to the Capitalist Mode of Production.” Chapter 6 in *Labor and Monopoly Capital*.
 - *Optional Reading:*
 - Marx, Karl. [1844] 1988. “Alienated Labour,” in *Economic and Philosophic Manuscripts of 1844*.
 - Braverman, Harry. “The Degradation of Work in the Twentieth Century.” Talk given in the spring of 1985 at the West Virginia Institute of Technology.
 - Evan Stewart. 2013 “Alienation and Orange Juice: The Invisibility of Labor.”
<https://thesocietypages.org/socimages/2013/10/06/fresh-squeezed-orange-juice-and-the-invisibility-of-workers/>

*** Monday, January 20: Martin Luther King Day, NO CLASS ***

- Wednesday, January 22: Manufacturing Consent.
 - Burawoy, Michael. 1979. Pp. 20-30 (starting at section **From Feudalism to Capitalism**) in “Toward a Theory of the Capitalist Labor Process.” Chapter 2 in *Manufacturing Consent: Changes in the Labor Process Under Monopoly Capitalism*.

- Burawoy, Michael. 1979. “Thirty Years of Making Out.” Chapter 4 in *Manufacturing Consent: Changes in the Labor Process Under Monopoly Capitalism*.
- Monday, January 27: Discussion

Work Since the Mid-1970s

- Wednesday, January 29: Changing Work Structures and Workers.
 - “NUMMI 2015.” *This American Life* from WBEZ. <https://www.thisamericanlife.org/radio-archives/episode/561/nummi-2015> (Links to an external site.)
 - *Optional Reading:*
 - Kalleberg, Arne L. 2011. “Economic Transformation and the Decline of Institutional Protections.” Chapter 2 in *Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s to 2000s*.
 - Trends in Work Types <https://thesocietypages.org/socimages/2009/09/19/a-historical-look-at-changes-in-work-type/> (Links to an external site.)
- Monday, February 3: Inequality in Job Quality.
 - Kalleberg, Arne L. 2011. “Dimensions of Polarity.” Chapter 4 in *Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s to 2000s*.
 - Kalleberg, Arne L. 2011. “Precarious Employment Relations.” Chapter 5 in *Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s to 2000s*.
- Wednesday, February 5: Inequality in Job Quality (Con’t)
- Monday, February 10: The Gig Economy
 - Petriglieri, Gianpiero, et al. 2018. “Thriving in the Gig Economy.” *Harvard Business Review*.
 - Casselman, Ben. 2018. “Maybe the Gig Economy Isn’t Reshaping Work After All.” *New York Times*.
 - Isaac, Mike. 2019 “How Uber Got Lost.” *New York Times*.
 - Conger, Kate and Mike Isaac. 2019. “Uber Lays Off Hundreds More Workers as It Struggles to Make Money.” *New York Times*.
 - Conger, Kate and Noam Scheiber. 2019. “California Labor Bill, Near Passage, Is Blow to Uber and Lyft.” *New York Times*.
 - Pick one:
 - “Take That ‘Gig’ and Shove It”. 2019. Editorial Board. *New York Times*.

- Manjoo, Farhad. 2019. “Can Uber Be Tamed?” New York Times.
- Wednesday, February 12: Dignity and Morality.
 - Lamont, Michèle. 2000. “The World in Moral Order.” Chapter 1 in *The Dignity of Working Men*.
 - *Optional Reading*:
 - Lamont, Michèle. 2000. “Assessing People Above and People Below.” Chapter 3 in *The Dignity of Working Men*.
 - Hochschild, Arlie. 2018. “The Deep Story.” Chapter 9 in *Strangers in their Own Land*.
 - Miller, Steven. 2018 “Economic Anxiety or Racial Resentment? An Evaluation of Attitudes Toward Immigration in the U.S. From 1992 to 2016.” Working Paper.

Immigrant Exploitation in the Low-Wage Labor Market

- Monday, February 17: Movie Time!
 - Carradeco, Almudena and Robert Bahar. 2007. “Made in L.A. (Documentary). (In Class).
 - Waldinger, Roger and Michael I. Lichter. 2003. “What Employers Want.” Chapter 2 in *How the Other Half Works: Immigration and the Social Organization of Labor*.
 - Waldinger, Roger and Michael I. Lichter. 2003. Selection from “Doing the Job.” Pp. 57-62 *How the Other Half Works: Immigration and the Social Organization of Labor*
- Wednesday, February 19: How the Other Half Works
 - Waldinger, Roger and Michael I. Lichter. 2003. “The Language of Work.” Chapter 4 in *How the Other Half Works: Immigration and the Social Organization of Labor*.
 - *Optional Reading*:
 - Piore, Michael J. 1979. Introduction to *Birds of Passage: Migrant Labor and Industrial Societies*.
 - Massey, Douglas S. 1999. “Why Does Immigration Occur? A Theoretical Synthesis.” Pp. 34-53 in *Handbook of International Migration: the American Experience*.
- Monday, February 24: How the Other Half Works.
 - Waldinger, Roger and Michael I. Lichter. 2003. “‘Us’ and ‘Them’.” Chapter 9 in *How the Other Half Works: Immigration and the Social Organization of Labor*
 - *Optional Reading*:

- Waldinger, Roger and Michael I. Lichter. 2003. “Whom Employers Want.” Chapter 8 in *How the Other Half Works: Immigration and the Social Organization of Labor*.
 - Davison, Adam. 2015. “Debunking the Myth of the Job-Stealing Immigrant.”
<https://www.nytimes.com/2015/03/29/magazine/debunking-the-myth-of-the-job-stealing-immigrant.html>.
- Wednesday, February 26: Gender and Racial Segregation.
 - Charles, Maria, and David B. Grusky. 2004. “The Four Puzzles of Sex Segregation.” Chapter 1 in *Occupational Ghettos: The Worldwide Segregation of Women and Men*. READ UP UNTIL THE SECTION ENTITLED “METHODOLOGICAL ISSUES”
 - *Optional Reading*:
 - Charles, Maria, and Karen Bradley. 2009. *Indulging Our Gendered Selves? Sex Segregation by Field of Study in 44 Countries*.
 - Charles, Maria, and David B. Grusky. 2004. “Revisiting Parsimony: New Models of Vertical and Horizontal Segregation.” Chapter 4 in *Occupational Ghettos: The Worldwide Segregation of Women and Men*.
 - Del Río, Coral, and Olga Alonso-Villar. 2015. “The Evolution of Occupational Segregation in the United States, 1940-2010: Gains and Losses of Gender-Race/Ethnicity Groups
 - Tomaskovic-Devey, Donald, et al. 2006. “Documenting Desegregation: Segregation in American Workplaces by Race, Ethnicity, and Sex.”

*** Monday, MARCH 2: IN-CLASS MIDTERM ***

Getting a (Good or Bad) Job

- Wednesday, March 4: Human Capital Theory (vis-à-vis Credentialism)
- *Optional Reading*:
 - Bills, David B. “Credentials, Signals, and Screens: Explaining the Relationship Between Schooling and Job Assignment.”
 - Heckman, James J., John Eric Humphries, and Tim Kautz. 2014. Pp. 3-11 *The Myth of Achievement Tests: The GED and the Role of Character in American Life*.
 - Becker, Gary S. 1993. Selections from *Human Capital*.

- Monday, March 9: Social Capital Theory.
 - Marc Miller. 2016. “To Get a Job Use Your Weak Ties.” *Forbes Magazine* August 17. <https://www.forbes.com/sites/nextavenue/2016/08/17/to-get-a-job-use-your-weak-ties/#3bd736de6b87> (Links to an external site.)
 - Fernandez, Roberto M., Emilio J. Castilla, and Paul Moore. 2000. Pp. 1288-1298 and 1351-1354 in “Social Capital at Work: Networks and Employment at a Phone Center.”
 - Optional Reading:
 - Granovetter, Mark. 1974. Pp. 10 - 22 in *Getting a Job*.
 - Granovetter, Mark. 1983. Pp. 1360-1373 in “The Strength of Weak Ties. A Network Theory Revisited.”

- Wednesday, March 11: Race and Gender Differences in Human and Social Capital.
 - Royster, Deirdre A. 2003. “Networks of Inclusion, Networks of Exclusion.” Chapter 7 in *Race and the Invisible Hand*
 - *Optional Reading:*
 - Fernandez, Roberto M., and Isabel Fernandez-Mateo. 2006. “Networks, Race, and Hiring.”
 - Moss, Philip, and Chris Tilly. 2001. “Employer Perceptions of Race and Skill.” Chapter 4 in *Stories Employers Tell: Race, Skill, and Hiring in America*.
 - Peterson, Trond, Ishak Saporta, and Marc-David L. Seidel. 2000. “Offering a Job: Meritocracy and Social Networks.”
 - McPherson, Miller, Lynn Smith-Lovin, and James M. Cook. 2001. “Birds of a Feather: Homophily in Social Networks.”
 - Fernandez Roberto M., and M. Lourdes Sosa. 2005. “Gendering the Job: Networks and Recruitment at a Call Center.”
 - Tam, Tony. 1996. “Sex Segregation and Occupational Gender Inequality in the United States: Devaluation or Specialized Training?”
 - England, Paula. 1982. “The Failure of Human-Capital Theory to Explain Occupational Sex Segregation.”

SPRING BREAK, MARCH 15 – MARCH 29

- Monday, March 30: Cultural Capital and Educational Elites.
 - Rivera, Lauren A. 2015. “The Paper.” Chapter 4 from *Pedigree: How Elite Students Get Elite Jobs*.
 - *Optional Reading:*
 - Bourdieu, Pierre. 1986. “The Forms of Capital” in *Handbook of Theory and Research for the Sociology of Education*.

- Wednesday, April 1: Cultural Capital and Elite Hiring.
 - Rivera, Lauren A. 2015. Chapters 6 through 8 from *Pedigree: How Elite Students Get Elite Jobs*.
 - Optional Reading:
 - Rivera, Lauren A. 2012. “Hiring as Cultural Matching: The Case of Elite Professional Service Firms.”

Discrimination

- Monday, April 6: Statistical Discrimination and Cognitive Bias
 - Pincus, Fred L. 1996. “Discrimination Comes in Many Forms: Individual, Institutional, and Structural.”
 - *Optional Reading*:
 - Correll, Shelley J., and Cecilia L. Ridgeway. 2003. “Expectations States Theory.” In *Handbook of the Social Psychology of Inequality*.
 - Arrow, Kenneth. 1973. “The Theory of Discrimination.”
 - Phelps, Edmund S. 1972. “The Statistical Theory of Racism and Sexism”
 - Correll, Shelley J., and Stephen Benard. 2006. “Biased Estimators? Comparing Status and Statistical Theories of Gender Discrimination.”
- Wednesday, April 8: Job Discrimination in Action
 - Pager, Devah. 2007. Chapters 2 and 5 from *Marked: Race, Crime, and Finding Work in an Era of Mass Incarceration*.
 - *Optional Reading*:
 - Goldin, Claudia and Cecilia Rouse. 2000. Introduction and Conclusion from “Orchestrating Impartiality: The Impact of ‘Blind’ Auditions on Female Musicians.”
 - Correll, Shelley J., Stephen Benard, In Paik. “Getting a Job: Is there a Motherhood Penalty?”
 - Bertrand, Marianne and Sendhil Mullainathan. 2003. “Are Emily and Greg More Employable Than Lakisha and Jamal?”

Organizations and Inequality

- Monday, April 13: Bureaucracy and Formalization.
 - Weber, Max. [1922] 1978. “Bureaucracy,” in *Economy and Society*.
 - “Characteristics of Modern Bureaucracy.” Pp 956 – 958.
 - “The Position of the Official Within and Outside of Bureaucracy.”
 - Office Holding as a vocation: Pp. 958 – 959.

- Rank as the Basis of Regular Salary: P. 963.
 - Fixed Career Lines and Status Rigidity: p. 963.
 - “The Technical Superiority of Bureaucratic Organization over Administration by Notables.” Pp. 973-975.
 - The Objective and Subjective Basis of Bureaucratic Perpetuity.” Pp. 987 – 989.
 - “Administrative Secrecy.” Pp. 992 -993.
 - “Bureaucracy and Education.” Pp. 998 – 1003.
 - *Optional Reading:*
 - Kafka, Franz. 1918. *In the Penal Colony*.
- Wednesday, April 15: Bureaucracy and Discrimination.
 - *Required Reading:* “Five Women.” *This American Life* from WBEZ. <https://www.thisamericanlife.org/640/five-women> (Links to an external site.)
 - *Optional Readings:*
 - Acker, Joan 1990. “Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations”
 - Baron, James N., et al. 2007. “In the Company of Women: Gender Inequality and the Logic of Bureaucracy in Start-Up Firms.”
 - Ely, Robin J., and Debra E. Meyerson. 2000. “Theories of Gender in Organizations: A New Approach to Organizational Analysis and Change.”
 - Ridgeway, Cecilia L. 2009. “Framed Before We Know It: How Gender Shapes Social Relations”
 - Ferguson, Kathy E. 1984. “What Does Feminism Have to Do with Bureaucracy?” Chapter 1 in *The Feminist Case Against Bureaucracy*.
- Monday, April 20: Equal Opportunity and Diversity Management
 - Dobbin, Frank. 2009. Chapters 1, 4, and 5 from *Inventing Equal Opportunity*.
- Wednesday, April 22: Equal Opportunity and Diversity Management
 - Dobbin, Frank. 2009. Chapters 6 and 7 from *Inventing Equal Opportunity*.
 - *Optional Reading:*
 - Kalev, Alexandra, Frank Dobbin, and Erin Kelly. 2007. “Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies.”
 - Dobbin, Frank, Daniel Schrage, and Alexandra Kalev. “Rage Against the Iron Cage: The Varied Effects of Bureaucratic Personnel Reforms on Diversity.”

- Kalev, Alexandra. 2014. “How You Downsize is Who You Downsize: Biased Formalization, Accountability, and Managerial Diversity.”
- Monday, April 27: Student Presentations

Organizational Composition and Culture

- Wednesday, April 29: Is Meritocracy Good Enough?
 - Elise, Wu. 2014. “How the Meritocracy Myth Affects Women in Technology.” <http://www.npr.org/sections/alltechconsidered/2014/02/06/272646267/how-the-meritocracy-myth-affects-women-in-technology> (Links to an external site.)
 - Castilla, Emilio J., and Stephen Benard. 2010. “The Paradox of Meritocracy in Organizations.” Until p. 548 “Study 1: the Paradox of Meritocracy”
 - *Optional Readings:*
 - Castilla, Emilio J. 2008. “Gender, Race, and Meritocracy in Organizational Careers.” Until p. 1491 “Research Setting”
 - Monin, Benoît, and Dale T. Miller. 2001. “Moral Credentials and the Expression of Prejudice.”
 - Uhlmann, Eric Luis, and Geoffrey L. Cohen. 2005. “Constructed Criteria: Redefining Merit to Justify Discrimination.”
 - Uhlmann, Eric Luis, and Geoffrey L. Cohen. 2007. “I Think, Therefore It’s True.”

*** FINAL EXAM 10:15 a.m-12:15 p.m., Monday, May 4 ***