**Dilla University**

**College of Social Science and Humanities**

**Department of Sociology**

**Module Title: Sociology of Work, Industry and Organization (SOCI 2082)**

**Academic Year: 2019/20 Semester II**

**Credit Hrs: 3**

**Course Instructor: Elisabeth Getahun**

1. **Objective of the course**

The course aims to familiarize students with the nature, scope, subject matter, historical development of the sociology of industry and organization; the nature of work and industry, division of labor; the sociology of formal organizations, bureaucracy and its structure, organizational goals, approaches to organizational analysis; major theoretical perspectives in industrial and organizational; and industry and industrial relations.

1. **Mode of Delivery and Study Hour**

The mode of delivery for this course is interactive teaching and learning, independent learning and collaborative learning. The total study hours allocated for this course is 135 hours. Of this time, 30 hours is allocated for lectures, 19 hours for assignments, 15 hours for presentation, 20 hours for tutorials and problem solving sessions, 16 hours for assessment and 35 hours for independent study.

1. **Learning Outcomes**

After completing the course students will:

* Have the knowledge and understanding of what work is, its various dimensions, the way it is organized in society; the various aspects of the world of work, including employment, underemployment and unemployment.
* Have the knowledge and understanding of industrialization, industrial relations, and work organizations.
* Have knowledge of the Ethiopian condition in regards to employment and unemployment and industrialization, and industrial relations.
* Be able to conduct, under supervision, small scale research on the topics of work, industry and organization.
1. **Course Contents**

**Section One: The Transformation of Work:** Sociology of Work, Industry and Organization defined; **w**ork, meaning and culture; work orientation; work in pre-industrial societies; work in industrial capitalist societies; main features of work in industrial capitalist societies; and industrialization, patriarchy and the dominant conception of work.

**Section Two: Aspects of Work:** Unpaid works, unpaid domestic work andunpaid voluntary work; unemployment and underemployment.

**Section Three: Work Organization:** Nature and definition of work organization; modern work organization; basic designs and principles; and bureaucratic principles of work organization.

**Section Four: Organizational Theories:** Managerial-psychological strand, scientific management and democratic humanism; Durkheim-systems strand, human relations and systems thinking of organizational analysis; Marxian strand, capitalist labour process and Marxian theory of alienation; and The Weber-social action strand

1. **Mode of Assessment**

Students will be evaluated on the basis of **one major assignment** (which they will write following all standards of academic writing). It requires the collection of primary and secondary data (field study) and writing a **research report** (20%) and making a **presentation** (10%) on a selected topic. Students will be expected to take **quiz** (5%) **test** (15%). A written final examination will be administered out of 50 %.

1. **Reading Materials**

Antic, M. 2016. *Sociology of Work and Professional Ethnics.* Zagreb: Zagreb University press

Brown. R.K. 1992. *Understanding Industrial Organization*. London: Routledge

Bulmer, M (ed.). 1975. *Working Class Images of Society*. London: Routledge and Kegan Paul.

Crompton, R. Brockmann, M. and Lyonette, C. 2005. Attitudes, Women’s Employment and the

 Domestic Division of Labour. *Work Employment and Society*, 19: 213-34,

Dex, S. 1988. *Gender and the Labour Market*. Oxford: Blackwell

Durkheim, Emile. [1893] 1933. *The Division of Labour in Society*. New York: The Free Press

Edgell. S. 2006. *The Sociology of Work*. London: Sage Publication.

Epstein, C. 1990. ‘The Cultural Perspective and the Study of Work,’ in *The Nature of Work*, K.

 Erikson and S. P. Vallas (eds). New Haven: Yale university Press.

Friedman, A. L. 1977. *Industry and Labour*. London: Macmillan

Gallie, D. White, M. Cheng, Y. and Tomlison, M. 1998. *Restructuring the Employment*

 *Relationship*. Oxford: Clarendon.

Grusky.O. and Miller.G. 1970. *The Sociology of Organization*. New York: The Free Press

Halford, S. and Strangleman, T. 2009. ‘In Search of the Sociology of Work,’ *Sociology*, 43: 811-28.

Hall, P. A. and Soskice, D. 2001. *Varieties of Capitalism*. Oxford: Oxford University Press

Hass.K. J. 2007. *Economic Sociology*: *An Introduction.* New York: Routledge

Joyce. P. 1980. *Work, Society and Politics*: *The Culture of the Factory in Late Victorian*

 *England*. Brighton: Harvester Press.

Kerr, C. Dunlop, t. Harbison, F. and Myers, A. 1960. *Industrialism and Industrial Man*.

 Cambridge: Harvard University Press.

Littler, C. R. 1982. *The Development of the Labour Process in Capitalist Societies.* London:

 Heinemann.

Mark, Karl. [1867] 1967. *Capital: A Critique of Political Economy,* Vol. 1. New York:

 International Publishers.

Krahn, H. J. and Graham S. L. 2005. *Work, Industry and Canadian Society*. 3rd ed.

 Ontario: International Thomson Publishing.

Pahl, R. E. 1984. *Divison of Labour.* Oxford: Blackwell

Ramaswariy, E. A. 1981. *Industry and Labour*. Oxford: Oxford University Press

Schneider, E. V. 1983. *Industrial Sociology*. New Delhi: Mcgraw Hill.

Tausky, C. 1996. *Work and Society: An Introduction to Industrial Sociology.* 2nd ed.

 Illionis: F. E. Peacock Publishers.

Thomson, P and David M. 1995. *Work Organizations: A Critical Organization*. 2nd ed.

 London: MACMILLAN.

Wangwe, S. M. (Ed.). 1995. *Exporting Africa: Technology, Trade and Industrialization in Sub-*

 *Saharan Africa.* London and New York: Routledge

Watson, J. T. 1995. *Sociology of Work and Industry.* 3rd ed. London: Routledge

Weber, Max. 1958. *The Protestant Ethnic and the Spirit of Capitalism.* New York: Charles

 Scribner’s Sons.

Woodward, J. 1965. Industrial Organization: Theory and Practice. Oxford: Oxford University

 press