

<b>SOCI 393 Sociology of Work</b>			
<b>Pre/Co-Requisites</b>	Sociology 201		
<b>Instructor Name</b>	Wasif Ali	<b>Email</b>	wasif.ali1@ucalgary.ca
<b>Instructor Email Policy</b>	Please put your course number and section in your email's subject line and include your full name and student ID. Keep the email simple and straight for a quick response.		
<b>Office Location</b>		<b>Office Hours</b>	TBA
<b>Telephone No.</b>			
<b>Dates</b>	September 08 to December 15, 2022		
<b>Class Times</b>	Tuesday and Thursday: 12:30 - 13:45		
<b>Class Location</b>	ICT 122		

**Course Description:**

Upon the completion of this course, students will gain a better understanding of the Sociology of Work, they will be able to connect work and occupations to the key subjects of sociological inquiry. As part of this course, students will gain an overview of the sociology of work and develop an understanding of contemporary theoretical debates in this regard, surrounded by a variety of sociological frameworks. This course establishes that sociology developed historically as a discipline intended to help people understand and deal with processes of modernization and industrialization and that it has the potential to play an important role in informing the choices made about work in the twenty-first century.

Additionally, students will be able to acquire knowledge to conduct research on such complex topics as work, organization, and industry by utilizing theoretical perspectives. Changes in the way work is organized and experienced have been at the heart of the social and historical shifts with which sociology has always engaged. And the most useful way to characterize the basic modern form of social organization is as "industrial capitalism."

Students will learn more about occupation, inequalities, and critical perspectives around work, economy, industry, and Sociology. Contemporary debates to better understand the complex organizational structures, the role of workers, and their socio-economic well-being will be discussed in the various lectures. Some of the crucial topics like work ethics, gender roles, and work and family are also part of this course.

### Course Objectives/Learning Outcomes:

Upon successful completion of this course, students will be able to:

- Enhance Sociological understanding of work, industry and organization
- Connect various theoretical discussions with contemporary debates in the Sociology of work
- Articulate an understanding of contemporary organizational debates like globalization, culture, and identity through the sociological frameworks
- Critically evaluate and synthesize existing debates about occupations and inequality
- Understand more about the work, family, gender, ethics and management roles.

### Required Textbooks, Readings, Materials, Electronic Resources:

Each week, some book resources will be used as well as research papers to gain a better understanding of the topic. Books and other resources are listed below.

#### Books:

##### Required:

1. An introduction to the Sociology of Work and Occupations  
Volti, R. (2011). *An introduction to the sociology of work and occupations*. Sage Publications.

##### Recommended:

2. Sociology, Work and Industry  
Watson, T., & Watson, T. J. (2008). *Sociology, work and industry*. Routledge.  
<https://www.taylorfrancis.com/books/mono/10.4324/9780203928479/sociology-work-industry-tony-watson-tony-watson>
3. Sociology, Work and Organization  
Watson, T. (2017). *Sociology, work and organization*. Routledge.  
<https://www.taylorfrancis.com/books/mono/10.4324/9781315673509/sociology-work-organisation-tony-watson>

D2L site will be set up for this course, which contains links for required readings and other learning resources. E-copies of the required and recommended book will be available on the UCalgary library database.

### SCHEDULE OF LECTURES AND READINGS

Week & Date	Topics	Readings
<b>Week 01:</b>  Tuesday and Thursday (September 06 & 08, 2022)	Introduction/ Welcome  Work before Industrialization	<b>Introduction, an overview of the course, and a review of assignments</b>  Complete a profile of yourself on D2L (add a photo, short bio, experiences, and research interests)  An introduction to the Sociology of work and occupation Volti, R. (2011). <i>An introduction to the sociology of work and occupations</i> . Sage Publications.

<b>Week 02:</b> Tuesday and Thursday (September 13 & 15, 2022)	Industrialization and its Consequences	An Introduction to Sociology of Work and Occupations: Chapter 3 <ul style="list-style-type: none"> <li>- Capitalism and Market Economies</li> <li>- Wages and Working Conditions in the Industrial Revolution</li> </ul>
<b>Week 03:</b> Tuesday and Thursday (September 20 & 22, 2022)	Bureaucratic Organization	An Introduction to the Sociology of Work and Occupations: Chapter 4 <ul style="list-style-type: none"> <li>- Rise and elements of Bureaucratic Organization</li> <li>- Weber's theory of bureaucracy</li> </ul>
<b>Week 04:</b> Tuesday and Thursday (September 27 & 29, 2022)	Technology and Work	An Introduction to the Sociology of Work and Occupations: Chapter 5  Panfilova, O., Okrepilov, V., & Kuzmina, S. (2018). Globalization impact on consumption and distribution in society. In <i>Matec web of conferences</i> (Vol. 170, p. 01032). EDP Sciences.
<b>Week 05:</b> Tuesday and Thursday (October 4 & 6, 2022)	Globalization	An Introduction to the Sociology of Work and Occupations: Chapter 6  Kossek, E. E., & Lautsch, B. A. (2018). Work–life flexibility for whom? Occupational status and work–life inequality in upper, middle, and lower level jobs. <i>Academy of Management Annals</i> , 12(1), 5-36.
<b>Week 06:</b> Tuesday and Thursday (October 11 & 13, 2022)	Getting a Job <ul style="list-style-type: none"> <li>- Jobs, Human Capital and Credentials</li> </ul>	An Introduction to the Sociology of Work and Occupations: Chapter 7 <ul style="list-style-type: none"> <li>- Jobs, Human Capital and Credentials</li> </ul>
<b>Week 07:</b> Tuesday and Thursday (October 18 & 20, 2022)	Workplace Culture and Socialization	An Introduction to the Sociology of Work and Occupations: Chapter 8  Schminke, M., Arnaud, A., & Taylor, R. (2015). Ethics, values, and organizational justice: Individuals, organizations, and beyond. <i>Journal of Business Ethics</i> , 130(3), 727-736.

<https://link.springer.com/article/10.1007/s10551-014-2251-3>

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<b>Week 08:</b> Tuesday and Thursday (October 25 & 27, 2022)	Who gets what?	An Introduction to the Sociology of Work and Occupations: Chapter 10 <ul style="list-style-type: none"><li>- Wages and Salaries</li><li>- Income inequality</li><li>- Union and Workers</li><li>- Immigration and income</li></ul>
<b>Week 09:</b> Tuesday and Thursday (November 1 & 3, 2022)	Work and its reward	An Introduction to the Sociology of Work and Occupations: Chapter 11
<b>Week 10:</b> Tuesday and Thursday (November 8 & 10, 2022)	<b>Term break</b>	<b>No class</b>
<b>Week 11:</b> Tuesday and Thursday (November 15 & 17, 2022)	Diversity in the workplace	An Introduction to the Sociology of Work and Occupations: Chapter 13 <ul style="list-style-type: none"><li>- Race, ethnicity, and hiring practices</li><li>- Women in the workforce</li><li>- Discrimination and occupational segregation</li></ul>
<b>Week 12:</b> Tuesday and Thursday (November 22 & 24, 2022)	Work roles and life roles	An Introduction to the Sociology of Work and Occupations: Chapter 14  Perry-Jenkins, M., & Gerstel, N. (2020). Work and family in the second decade of the 21st century. <i>Journal of Marriage and Family</i> , 82(1), 420-453.
<b>Week 13:</b> Tuesday and Thursday (November 29 & December 1, 2022)	Work today and tomorrow	An Introduction to the Sociology of Work and Occupations: Chapter 15

	Course Wrap-up	The instructor will explain the final project, students will have the opportunity to ask questions about the final take-home project.
<b>Week 14:</b> Tuesday (December 06, 2022)		Instructor will be available for this session; students are encouraged to join this drop-in review /exam preparation session.

### Methods of Assessment and Grading Weights

Components	Due (11:59 pm MT)	Weight
1. Course Engagement	On-going	10%
2. Review paper (Individual)	October 19, 2022	25%
3. Digital Story (Group)	November 23, 2022	25%
4. Take home exam	December 15, 2022	40%

#### 1: Course Engagement (10%) – Due date: Ongoing

Students are expected to engage in class activities and discussions throughout the course. Completion of all class activities is required for the student to receive full marks for course engagement. Learning activities will include weekly group discussions, formulating questions, and creating posters/infographics.

#### Assessment Criteria:

Course engagement marks will be a combination of your self-assessment (5%) and the instructor's assessment (5%).

Self-assessment will be based on participation and engagement, including, poster/infographic presentation, participation in class activities, professionalism and respectful engagement in class, contributions to class discussions and learnings, evidence of having completed assigned readings, and the ability to pose questions and provide constructive feedback to peers. Students will share a short audio - video message on the D2L, explaining their self-assessment.

The instructor's assessment criteria include evidence of students having submission of poster/infographic.

A grading rubric will be posted on D2L.

#### **2 (Individual assignment): Review paper submission (25%) Due Date: October 19, 2022 (11:59 pm in D2L Digital Dropbox)**

Students will explore a contemporary social issue/problem of their own interest in the domain of Sociology of work. It requires them to review existing literature and write a paper based on their search. This review will introduce and establish the significance of the topic, its theoretical foundation and related questions. Students are expected to explore different theoretical perspectives on the topic and

to report their findings in the form of a literature review. It is also expected that students will report their critical reflections and arguments in the paper.

- Select a topic
- Explore different theoretical perspectives from the existing literature
- Take advantage of using the latest scholarly resources
- Review paper will consist of 4 to 5 pages (1000-1250 words)
- Sections include an introduction, research question, review of literature and conclusion
- APA 7<sup>th</sup> will be used as a referencing style

Assessment criteria:

Assessment will be based on the clarity of topic, demonstration of research questions, questions, quality of literature review and presentation of theoretical perspectives.

A grading rubric will be posted on D2L.

**3 (Group Assignment): Digital Story (25%)**

**Due Date: November 23, 2022 (11:59 pm in D2L Digital Dropbox)**

This is a group assignment; after the review paper submission, students will have a few topics and literature reviews in groups. Students will choose a topic and create a digital story that explores a current social issue within a given theoretical framework.

Digital story will include images, photos, drawings, symbols, spoken words and/or music to explore your selected topic. Digital stories should demonstrate creativity, evidence of critical thinking, and deep reflection on the issue or topic. The digital story should be approximately three to five minutes in length. A variety of formats may be used (Zoom recording, PowerPoint, iMovie, Podcast, digital narrative, etc.)

Groups will have the opportunity to share their digital story with their peers during the class. More details about this assignment, expectations and grading criteria will be provided and discussed in class.

Assessment Criteria:

In evaluating the digital story, the following components will be considered:

- A social issue relevant to the Sociology of work
- Explore and learn
- Content – script
- Theoretical perspectives
- Image - audio - video – use of technology and demonstration
- Concluding thoughts and reflections

A grading rubric will be posted on D2L.

All group members will receive the same grade for the assignment.

#### 4 : Take home project (40%)

Due Date: December 15, 2022 (11:59 pm in D2L Digital Dropbox)

The final assignment will be a take-home exam.

- Short essays
- Three questions
- No group work allowed
- It will cover all course materials, both readings and lectures.
- Instructor will provide the questions by December 01, 2022
- Questions will be placed on D2L
- Students will submit their files via D2L
- Students are responsible for uploading the right file.
- Use APA 7<sup>th</sup> referencing style
- Final submission will be due by December 15, 2022

A grading rubric will be posted on D2L.

#### Grading Scale

Letter grades will be assigned and submitted to the registrar based on the following scale:

Grade	Percent range	Grade Point Value	Description
A+	96 – 100%	4.0	Outstanding performance
A	90 – 95.99%	4.0	Excellent performance
A-	85 – 89.99%	3.7	Approaching excellent performance
B+	80 – 84.99%	3.3	Exceeding good performance
B	75 – 79.99%	3.0	Good performance
B-	70 – 74.99%	2.7	Approaching good performance
C+	67 – 69.99%	2.3	Exceeding satisfactory performance
C	63 – 66.99%	2.0	Satisfactory performance
C-	59 – 62.99%	1.7	Approaching satisfactory performance
D+	55 – 58.99%	1.3	Marginal pass. Insufficient preparation for subsequent courses in the same subject
D	50 – 54.99%	1.0	Minimal Pass. Insufficient preparation for subsequent courses in the same subject.
F	<50%	0	Failure. Did not meet course requirements.

## **Handing in Papers, Assignments**

1. The main Sociology Department office does not deal with any course-related matters. Please speak directly to your instructor.
2. **Protection of Privacy:** The Freedom of Information and Protection of Privacy (FOIPP) legislation does not allow students to retrieve any course material from public places. Anything that requires handing back will be returned directly during class or office hours. If students are unable to pick up their assignments from the instructor, they can provide the instructor with a stamped, self-addressed envelope to be used for the return of the assignment. Private information related to the individual student is treated with the utmost regard by the faculty at the University of Calgary
3. Final grades are not posted by the Sociology Department. They are only available online.

## **IMPORTANT POLICIES AND INFORMATION**

### **Absence From a Mid-term Examination**

Students who are absent from a scheduled term test or quiz for legitimate reasons are responsible for contacting the instructor via email within 48 hours of the missed test to discuss alternative arrangements. A copy of that email may be requested as proof of the attempt to contact the instructor.

**Deferred Term Work Form:** Deferral of term work past the end of a term requires a form to be filled out by the student and submitted, along with any supporting documentation, to the instructor. The form is available at: [https://live-ucalgary.ucalgary.ca/sites/default/files/teams/14/P22\\_deferral-of-term-work\\_lapseGrade.pdf](https://live-ucalgary.ucalgary.ca/sites/default/files/teams/14/P22_deferral-of-term-work_lapseGrade.pdf)

Once an extension date has been agreed between instructor and student, the instructor will email the form to the Faculty of Arts Program Information Centre ([ascarts@ucalgary.ca](mailto:ascarts@ucalgary.ca)) for approval by the Associate Dean.

### **Deferral of a Final Examination**

Deferral of a final examination can be granted for reasons of illness, domestic affliction, and unforeseen circumstances, as well as to those with three (3) final exams scheduled within a 24-hour period. Deferred final exams will not be granted to those who sit the exam, who have made travel arrangements that conflict with their exam, or who have misread the examination timetable. The decision to allow a deferred final exam rests not with the instructor but with Enrolment Services. Instructors should, however, be notified if you will be absent during the examination. The Application for Deferred Final Exam, deadlines, requirements and submission instructions can be found on the Enrolment Services website at <https://www.ucalgary.ca/registrar/exams/deferred-exams>.

### **Reappraisal of Grades:**

*For Reappraisal of Graded Term Work, see Calendar I.2*

<http://www.ucalgary.ca/pubs/calendar/current/i-2.html>

*For Reappraisal of Final Grade, see Calendar I.3*

<http://www.ucalgary.ca/pubs/calendar/current/i-3.html>



### **Academic Misconduct:**

Academic Misconduct refers to student behavior that compromises proper assessment of students' academic activities and includes: cheating; fabrication; falsification; plagiarism; unauthorized assistance; failure to comply with an instructor's expectations regarding conduct required of students completing academic assessments in their courses; and failure to comply with exam regulations applied by the Registrar.

Student committing academic misconduct during the final exam will not receive a passing grade for the course.

For information on the Student Academic Misconduct Policy, Procedure and Academic Integrity, please visit: <https://www.ucalgary.ca/pubs/calendar/current/k-3.html>

### **Plagiarism And Other Forms Of Academic Misconduct**

Academic misconduct in any form (e.g. cheating, plagiarism) is a serious academic offence that can lead to disciplinary probation, suspension or expulsion from the University. Students are expected to be familiar with the standards surrounding academic honesty; these can be found in the University of Calgary calendar at <http://www.ucalgary.ca/pubs/calendar/current/k.html>. Such offences will be taken seriously and reported immediately, as required by Faculty of Arts policy.

### **Recording of Lectures:**

Recording of lectures is prohibited, except for audio recordings authorized as an accommodation by SAS or an audio recording for individual private study and only with the written permission of the instructor. Any unauthorized electronic or mechanical recording of lectures, their transcription, copying, or distribution, constitutes academic misconduct. See <https://www.ucalgary.ca/pubs/calendar/current/e-6.html>.

### **Academic Accommodations:**

Students seeking an accommodation based on disability or medical concerns should contact Student Accessibility Services. SAS will process the request and issue letters of accommodation to instructors. Students who require an accommodation in relation to their coursework based on a protected ground other than disability should communicate this need in writing to their instructor. The full policy on Student Accommodations is available at <https://www.ucalgary.ca/legal-services/university-policies-procedures/accommodation-students-disabilities-procedure>

### **Research Ethics**

Students are advised that any research with human subjects – including any interviewing (even with friends and family), opinion polling, or unobtrusive observation – must have the approval of the Conjoint Faculties Research Ethics Board. In completing course requirements, students must not undertake any human subject research without discussing their plans with the instructor, to determine if ethics approval is required.

### **Instructor Intellectual Property**

Course materials created by instructors (including presentations and posted notes, labs, case studies, assignments and exams) remain the intellectual property of the instructor. These materials may NOT be reproduced, redistributed or copied without the explicit consent of the instructor. The posting of course materials to third party websites such as note-sharing sites without permission is prohibited. Sharing of extracts of these course materials with other students enrolled in the course at the same time may be

allowed under fair dealing.

**Freedom of Information and Protection of Privacy (FOIP) Act:**

Personal information is collected in accordance with FOIP. Assignments can only be returned to the student and will be accessible only to authorized faculty and staff. For more information, see <https://www.ucalgary.ca/legal-services/access-information-privacy>

**Copyright Legislation:**

See the University of Calgary policy on Acceptable Use of Material Protected by Copyright at <https://www.ucalgary.ca/legal-services/university-policies-procedures/acceptable-use-material-protected-copyright-policy> Students who use material protected by copyright in violation of this policy may be disciplined under the Non-Academic Misconduct Policy.

Course materials created by instructors (including presentations and posted notes, labs, case studies, assignments and exams) remain the intellectual property of the instructor. These materials may NOT be reproduced, redistributed or copied without the explicit consent of the instructor. The posting of course materials to third party websites such as note-sharing sites without permission is prohibited. Sharing of extracts of these course materials with other students enrolled in the course at the same time may be allowed under fair dealing.

**Evacuation Assembly Points**

In the event of an emergency evacuation from class, students are required to gather in designated assembly points. Please check the list found at <https://www.ucalgary.ca/risk/emergency-management/evac-drills-assembly-points/assembly-points> and note the assembly point nearest to your classroom.

**Important Dates:**

Please check: <http://www.ucalgary.ca/pubs/calendar/current/academic-schedule.html>.

**Faculty of Arts Program Advising and Student Information Resources**

- Have a question, but not sure where to start? The Arts Students' Centre is your information resource for everything in Arts! Drop in at SS102, call them at 403-220-3580, or email them at [artsads@ucalgary.ca](mailto:artsads@ucalgary.ca). You can also visit the Faculty of Arts website at <http://arts.ucalgary.ca/undergraduate>, which has detailed information on common academic concerns, including program planning and advice.
- For registration (add/drop/swap), paying fees and assistance with your Student Centre, contact Enrolment Services at 403-210-ROCK [7625] or visit them in the MacKimmie Tower.

**Important Contact Information**

Campus Security and Safewalk (24 hours a day/7 days a week/365 days a year)  
Phone: 403-220-5333

Faculty of Arts Undergraduate Students' Union Representatives  
Phone: 403-220-6551  
Email: [arts1@su.ucalgary.ca](mailto:arts1@su.ucalgary.ca), [arts2@su.ucalgary.ca](mailto:arts2@su.ucalgary.ca), [arts3@su.ucalgary.ca](mailto:arts3@su.ucalgary.ca),  
[arts4@su.ucalgary.ca](mailto:arts4@su.ucalgary.ca)  
Students' Union URL: [www.su.ucalgary.ca](http://www.su.ucalgary.ca)

Graduate Students' Association  
Phone: 403-220-5997  
Email: [askgsa@ucalgary.ca](mailto:askgsa@ucalgary.ca)  
URL: [www.ucalgary.ca/gsa](http://www.ucalgary.ca/gsa)

Student Ombudsman  
Phone: 403-220-6420  
Email: [ombuds@ucalgary.ca](mailto:ombuds@ucalgary.ca)

### **Campus Mental Health Resources**

The University of Calgary recognizes the pivotal role that student mental health plays in physical health, social connectedness and academic success, and aspires to create a caring and supportive campus community where individuals can freely talk about mental health and receive supports when needed. We encourage you to explore the excellent mental health resources available throughout the university community, such as counselling, self-help resources, peer support or skills-building available through the following resources:

*SU Wellness Centre:* <http://www.ucalgary.ca/wellnesscentre/>

*Student Wellness Services:*  
<https://www.ucalgary.ca/wellness-services/services/mental-health-services>

*Campus Mental Health Strategy website:* <https://www.ucalgary.ca/mentalhealth/>.