

SYLABUS PRZEDMIOTU / COURSE DESCRIPTION (SYLLABUS)

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| 1. | Nazwa przedmiotu / Course Labour market and organization management in global contexts (Rynek pracy i zarządzanie organizacjami w kontekstach globalnych) | |
| 2. | Dyscyplina / Discipline: Sociology | |
| 3. | Język wykładowy / language: English | |
| 4. | Jednostka prowadząca przedmiot / Department or unit Institute of Sociology, University of Wrocław | |
| 5. | Kod przedmiotu / Course code: | |
| 6. | Rodzaj przedmiotu/modułu (<i>obowiązkowy lub do wyboru</i>) / Course/module type: core (mandatory) or elective (optional): core | |
| 7. | Kierunek studiów (specjalność) / University subject (programme) Master in Sociology, Speciality Intercultural Mediation | |
| 8. | Poziom studiów / Program level: Graduate (Master Programme) | |
| 9. | Rok studiów / Year: 1 | |
| 10. | Semestr (<i>zimowy lub letni</i>) / Semester (<i>fall or spring</i>): fall | |
| 11. | Forma zajęć i liczba godzin (w tym liczba godzin zajęć online*) / Form of tuition and number of hours: class instruction (ćwiczenia) 20 hours | |
| 12. | Wymagania wstępne w zakresie wiedzy, umiejętności i kompetencji społecznych dla przedmiotu/modułu / Prerequisites for taking the course: none | |
| 13. | Cele kształcenia dla przedmiotu / Objectives: The goal of this course is to get students acquainted with the advanced social sciences theories, approaches and research in the area of labour market and organisation management in global contexts. The course aims at developing students' skills and competences to critically explore the phenomena and processes taking place in the sphere of work, labour markets and organizations as well as to critically evaluate and make use of available sources which can be helpful to understand the nature of contemporary work and employment. | |
| 14. | Treści programowe / Content (10 classes): 1. Social boundaries of work: understanding work and employment in the 21st century 2. Classical and contemporary approaches to work organisations 3. Fordism, post-Fordism and the evolution of employment and management practices 4. Labour process and control in work organizations: classical approaches 5. Human resource management in the new economy 6. Labour markets and the mechanisms of their segmentation 7. Precarious employment: a new dimension of labour market segmentation? 8. Emotional work and emotion management at work 9. International HRM, intercultural communication and workers' experiences. 10. Work experiences during the COVID-19 pandemic. Discussion and evaluation of the module. | |
| 15. | Zakładane efekty uczenia się / Learning outcomes | Symbole odpowiednich kierunkowych efektów uczenia się / Outcome symbols: |
| | A student knows the theoretical and research domains of the sociology of work, labour markets and | K_W01 |

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| | organisation management in relation to general sociology and interdisciplinary knowledge of work sciences | |
| | A student has extensive knowledge about the structural foundations of the individual and organizational activities in the sphere of work, organization management and labour markets | K_W02 |
| | A student has an in-depth knowledge about historical and contemporary views of thinkers commonly associated with the area of the sociology of work, labour markets and organization management | K_W07 |
| | A student can critically conceptualize research problems according to the perspectives of the sociology of work and organization and is capable of finding, evaluating and using various existing data sets related to the contemporary sphere of work and employment (Eurostat, European Labour Force Surveys, European Industrial Relations Observatory) | K_U02 |
| | A student understands the need for lifelong learning understood as a capacity to individually seek for additional readings, data and information related to the area of work and organization | K_U09 |
| | A student adapts to changing social conditions and civilizational development; inspires and initiates changes for the social environment and public interest | K_K01 |
| 16. | <p>Literatura obowiązkowa i zalecana / Compulsory and recommended literature:</p> <p>1. Introduction. Social boundaries of work: understanding work and employment in the 21st century <u>Obligatory reading:</u> Grint, K. (2005) <i>The Sociology of work</i>, London: Polity Press, pp. 1-45. <u>Optional reading:</u> Edgel, S. (2009) <i>The Sociology of Work: Continuity and Change in Paid and Unpaid Work</i>, London: Sage, pp. 1-28.</p> <p>2. Classical and contemporary approaches to work organisations <u>Obligatory reading:</u> Watson, T. (2008) <i>Sociology, work and industry</i>, London: Routledge, pp. 107-146. <u>Optional reading:</u> Smelser, N., Swedberg, R. (2005) Introducing economic sociology, in: N. Smelser, R. Swedberg (eds.) <i>Handbook of Economic Sociology</i>, Princeton University Press, pp. 3-25.</p> <p>3. Fordism, post-Fordism and the evolution of employment and management practices <u>Obligatory reading:</u> Edgel, S. (2005) <i>The Sociology of Work: Continuity and Change in Paid and Unpaid Work</i>, London: Sage, pp. 73-102. Sennett, R. (1999) <i>The Corrosion of Character: Personal Consequences of Work in the New Capitalism</i>, New York: W.W. Norton and Company, pp. 46-60. <u>Optional reading:</u> Harrison, B. (2002) Lean and Mean: the Changing Landscape of Corporate Power in the Age of Flexibility, in: M. Handel (ed.) <i>The Sociology of Organizations: Classic, Contemporary, and Critical Readings</i>, London: Sage, pp.331-346.</p> <p>4. Labour process and control in work organizations: classical approaches <u>Obligatory readings:</u> Braverman, H. (2002) The degradation of work in the 20th century, in: M. Handel (ed.) <i>The Sociology of Organizations: Classic, Contemporary, and Critical Readings</i>, London:</p> | |

Sage, pp.32-38.

Burawoy, M. (1979) *Manufacturing consent. Changes in the labor process under monopoly capitalism*, Chicago: The University of Chicago Press, pp. 46-73.

Optional reading:

Grint, K. (2005) *The Sociology of work*, London: Polity Press, pp. 110-152.

5. Human resource management in the new economy

Obligatory readings:

Kunda, G. (2002) 'Engineering culture: control and commitment in a high-tech corporation', in: M. Handel (ed.) *The Sociology of Organizations: Classic, Contemporary, and Critical Readings*, London: Sage, pp. 351-370.

Rosenblat, A. (2018) *Uberland. How algorithms are rewriting the rules of work*, University of California Press, pp. 73-106 (ch. 3: Technology pitch)

Optional readings:

Alvesson, M. (2011) Organizational Culture: Meanings, Discourse and Identity, in: Ashkanasy, N. Wilderom, C. Peterson, M. (eds) *The Handbook of Organizational Culture and Climate*, London: Sage, pp. 11-28.

Peterson, M. (2011) Organizational culture and organizational theory, in: Ashkanasy, N. Wilderom, C. Peterson, M. (eds) *The Handbook of Organizational Culture and Climate*, London: Sage, pp.415-422.

Watson, T. (2008) *Sociology, work and industry*, London: Routledge, pp. 147-175.

6. Labour markets and the mechanisms of their segmentation

Obligatory readings:

Edwards, R (2002) Segmented Labour Markets, in: M. Handel (ed.) *The Sociology of Organizations: Classic, Contemporary, and Critical Readings*, London: Sage, pp. 408-422.

Graeber, D. (2018) *Bullshit jobs. The rise of pointless work and what we can do about it*, Penguin Books, pp. 1-26

Optional reading:

Emmenegger, P., Häuserman, S., Palier, B., Seeleib-Kaiser, M. (2012) „How we grow unequal?“, in: Emmenegger, P., Häuserman, S., Palier, B., Seeleib-Kaiser, M. (eds.) *The Age of Dualisation. The Changing Face of Inequality in Deindustrialising Societies*, Oxford: Oxford University Press, pp. 3-17.

Rubery, J. (2006) Labour Markets and Flexibility, in: Ackroyd, S., Batt, R., Thompson, P. and Tolbert, P. (eds.), *Oxford Handbook of Work and Organization*, Oxford University Press, Oxford, pp. 31-52.

Streeck, W. (2005) Sociology of Labour Markets and Trade Unions, in: N. Smelser, R. Swedberg (eds.) *The Handbook of Economic Sociology*, Princeton University Press, pp. 254-266 (optionally until 283).

7. Precarious employment: a new dimension of labour market segmentation?

Obligatory reading:

Standing, G. (2011) *The Precariat: the New Dangerous Class*, London: Bloomsbury, pp. 1-25.

Dörre, K. (2019) 'Precariousness the Eurozone. Causes, Effects and Developments', in: S. Schmalz, B. Sommer (eds.) *Confronting Crisis and Precariousness. Organised Labour and Social Unrest in the European Union*, Rowman&Littlefield Publishers, pp.15-32.

Optional readings:

Castel, R. (2000) 'The Roads to Disaffiliation: Insecure Work and Vulnerable Relationships', *International Journal of Urban and Regional Research*, 24(3): 519-535

Hardy, J. (2016) 'The institutional, structural and agential embeddedness of precarity: an engagement with Guy Standing', *Warsaw Forum of Economic Sociology* (forthcoming)

Kalleberg, A. (2009) 'Precarious Work, Insecure Workers: Employment Relations in Transition', *American Sociological Review* 74(1): 1-22.

Sowa, J. (2010) Precariat - Proletariat of the Globalization Era. In: J. Sokołowska (red.) *Workers leaving the Workplace*, Łódź: Muzeum Sztuki w Łodzi, pp. 318-346

8. Emotional work and emotion management at work

Obligatory readings

Hochschild, A.R. (1983) *Managed Hearth. The Commercialization of Human Feeling*. Berkeley: University of California Press, pp. 89-136.

Optional reading:

Hochschild, A.R. (1983) *Managed Hearth. The Commercialization of Human Feeling*. Berkeley: University of California Press, pp.137-161.

9. International HRM and workers' experiences.

Obligatory readings

Dunn, E. (2004) *Privatizing Poland. Baby Food, Big Business, and the Remaking of Labor*, Cornell University Press, pp. 94-129.

Optional readings:

Ammatuna, C., Cheng, Hsin-I (2015) "A Person Who Covers a Post": An Exploration of Mexican *Maquiladora* Workers' Neoliberal Identity Negotiations, in: Sorrells, K., Sekimoto, S. (eds.) *Globalizing Intercultural Communication. A Reader.*, Sage, pp. 168-176.

Stringer, D., Reynolds, A. (2015) "From Mississippi to Hong Kong: The Power of Intercultural Communication in the Workplace", in: Sorrells, K., Sekimoto, S. (eds.) *Globalizing Intercultural Communication. A Reader.*, Sage, pp. 177-185.

10. Work experiences during the COVID-19 pandemic. Discussion and evaluation of the module.

Obligatory readings

van Barneveld, K., Quinlan, M., Kriesler, P., et al. (2020). 'The COVID-19 pandemic: Lessons on building more equal and sustainable societies'. *The Economic and Labour Relations Review*,: First Published May 25, 2020.

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| 17. | Metody weryfikacji zakładanych efektów uczenia się np. / Course assessment e.g.: - egzamin ustny lub pisemny (T) / oral or written exam (T) - końcowa praca kontrolna (T) / final essay - pisemna praca semestralna (indywidualna lub grupowa) / final essay (individually or in group) (T) - przygotowanie wystąpienia ustnego (indywidualnego lub grupowego) / oral presentation (individually or in group) (T) - przygotowanie i zrealizowanie projektu (indywidualnego lub grupowego) / (T) individual or group project (T) - przygotowanie i zrealizowanie projektu (indywidualnego lub grupowego) / (T) individual or group project (T) | |
| | 1. Assessment of individual student's knowledge of existing theories and research in the areas of the sociology of work, labour markets and organization management (the evaluation of students' involvement in the discussion during classes) | K_W01 K_W02 K_W07 |
| | 2. Assessment of individual student's knowledge and skills at conceptualizing and solving research problems in the areas of work, labour markets and management (evaluation of students' involvement in the discussion during the classes) | K_W02 K_U02 |
| | 3. Assessment individual student's competences at lifelong learning, as well as his/her knowledge the areas of work, labour markets and management based on the short (6-10 pages long) review of an individually selected academic article on the contemporary work-related sociological problems, which also includes policy recommendations . | K_W02 K_W07 K_K01 |

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| 18. | <p>Warunki i forma zaliczenia poszczególnych komponentów przedmiotu/modułu: np. / Conditions and form of obtaining a credit for particular course components:</p> <p>The final mark for the course will be composed of the evaluation of students' involvement in the discussions during classes based on readings and a mark from the final essay.</p> | |
| 19. | <p>Nakład pracy studenta/doktoranta / Student's workload</p> | |
| | forma realizacji zajęć przez studenta | liczba godzin przeznaczona na zrealizowanie danego rodzaju zajęć / Estimated workload in hours |
| | zajęcia (wg planu studiów) z prowadzącym / classroom instruction: - wykład / lecture*: - ćwiczenia / classes (discussions)*: - inne / other: | 20 h |
| | praca własna studenta/doktoranta (w tym udział w pracach grupowych) np. / Students' own work (including group work) e.g.: - irregular contact hours with academic teacher (individual mentoring): - czytanie wskazanej literatury / reading: - preparation of a final paper: | 5 h 35 h 30 h |
| | Łączna liczba godzin / Total number of hours: | 90 |
| | Liczba punktów ECTS / Number of ECTS credits: | 3 |

(T) – realizowane w sposób tradycyjny