

PERSPECTIVES ON LABOR STUDIES, Fall 2022
RUTGERS UNIVERSITY
37:575:395

Class: Thursdays, 5:40 to 8:40 p.m.

Teresa Poor, Instructor – teresa.poor@rutgers.edu

Office Hours: By appointment on Zoom

- **Course Introduction**

This course will allow students at the end of their studies in labor and employment relations to take a broader perspective on some of key concepts and issues related to labor. Students will explore historical and contemporary scholarship that will challenge assumptions and deepen understanding of issues like the divisions of labor, interests, wealth, work and leisure, opportunity and inequality, and power and freedom. Students will be asked to: 1) read the assigned scholarship for the arguments and to take a position on those arguments, 2) scrutinize the argument and its relationship to the evidence, 3) participate in discussions, and 4) lead at least one class discussion; and 5) reflect on the issues through writing. Throughout the course, we will notice that the boundaries between the workplace and its outside are blurred.

- **Learning Objectives and Inclusion**

By the end of the course, students will be able to demonstrate learning in the areas below.

- ***School of Management and Labor Relations***
 - Demonstrate an understanding of relevant theories and apply them given the background context of a particular work situation. (Goal IV)
- ***Department of Labor Studies and Employment Relations***
 - Demonstrate an understanding of the perspectives, theories and concepts in the field of labor and employment relations. (Goal 1)
- ***Additional course objectives from the instructors***
 - Identify core concepts of the field of labor & employment relations
 - Apply those concepts to understanding contemporary developments in work
 - Synthesize information from multiple sources to generate new insights

- **Reasonable Accommodation Requests**
 - Rutgers University welcomes students with disabilities into all of the University's educational programs. In order to receive consideration for reasonable accommodations, a student with a disability must contact the appropriate disability services office at the campus where you are officially enrolled, participate in an intake interview, and provide documentation: <https://ods.rutgers.edu/students/documentation-guidelines>. If the documentation supports your request for reasonable accommodations, your campus's disability services office will provide you with a Letter of Accommodations. Please share this letter with your instructors and discuss the accommodations with them as early in your courses as possible. To begin this process, please complete the Registration form on the ODS web site at: <https://ods.rutgers.edu/students/registration-form>.

- **Course Readings and Videos**
 - All course readings and videos will be posted on Canvas.

- **Course Schedule**
 - **September 8 - Introduction**
 - *In Class Assignment*
 - Introduction
 - Review the syllabus.
 - Discuss class mechanics
 - *Reading Due*
 - None

 - **September 15 –Thinking about Today's Political Economy**
 - *In Class Assignment*
 - Watch and discuss: "Commanding Heights: The Battle of Ideas"
 - Hand out Group and Facilitation Assignments
 - *Reading/Video Due*

- *Watch: A Brief History of How We Got Here and Why?*, a lecture by Professor Mark Blythe.
- **September 22: Markets vs. Democracy – F.A Hayek**
 - *In Class Assignment*
 - Facilitator will lead small group discussion during class.
 - Facilitator submit written part of assignment on Weds.
 - All other students submit weekly entry before class.
 - *Reading/Video Due*
 - “Equality, Value, and Merit” and “Employment and Independence”, The Constitution of Liberty, by F. A. Hayek (1960).
- **September 29: Labor, Land, and Money – Not Commodities?**
 - *In Class Assignment*
 - Facilitators will lead small group discussion during class.
 - Facilitator submit written part of assignment on Weds.
 - All other students submit weekly entry before class.
 - *Readings/Videos*
 - “Turning the Tables: Polyani’s Critique of Free Market Utopianism”, from The Power of Market Fundamentalism by Fred Block (2016).
- **October 6: Innovation and Progress?**
 - *In Class Assignment*
 - Facilitators will lead small group discussion during class.
 - Facilitator submit written part of assignment on Weds.
 - All other students submit weekly entry before class.
 - *Readings/Videos*

- “The Process of Creative Destruction”, *Capitalism, Socialism, and Democracy*, by Joseph Schumpeter (1942).
 - Selected chapters from The Entrepreneurial State: Debunking the Public vs. Private Sector Myth, by Mariana Mazzucato (2015).

- **October 13: Workers and capitalism**
 - *In Class Assignment*
 - Facilitators will lead small group discussion during class.
 - Facilitator submit written part of assignment on Weds.
 - All other students submit weekly entry before class.

 - *Readings/Videos*
 - Selected readings from Karl Marx

- **October 20: The Absence of Work**
 - *In Class Assignment*
 - Facilitators will lead small group discussion during class.
 - Facilitator submit written part of assignment on Weds.
 - All other students submit weekly entry before class.

 - *Readings/Videos*
 - “Kellogg’s Six-Hour Day: A Capitalist Vision of Liberation”, by Benjamin Kline Hunnicutt (1999).
 - “When Work Disappears”, by William Julius Wilson (2010).

- **October 27: Unpaid Claims**
 - *Class Assignment*
 - Facilitators will lead small group discussion during class
 - Facilitator submit written part of assignment on Weds.
 - All other students submit weekly entry before class.

 - *Readings/Videos*
 - To be announced

○ **Nov. 3: Alienation, Pt. 1**

▪ *In Class Assignment*

- Facilitators will lead small group discussion during class.
- Facilitator submit written part of assignment on Weds.
- All other students submit weekly entry before class.

▪ *Readings/Videos*

- “Bullshit Jobs: A Conversation with David Graeber”, *Made in China*, Vol. 4, 2 (2019).
- “Work”, *White Collar: The American Middle Classes*, by C. Wright Mills (1952).

○ **November 10: Alienation, Pt. 2**

▪ *Class Assignment*

- Facilitators will lead small group discussion during class
- Facilitator submit written part of assignment on Weds.
- All other students submit weekly entry before class.

▪ *Readings/Videos*

- “Exploring the Managed Heart”, “The Commercialization of Feelings”, and “The Search for Authenticity”, *The Managed Heart: Commercialization of Human Feeling*, 3rd ed., by Arlie Hochschild (2021)

○ **November 17: Thinking About Merit**

▪ *Class Assignment*

- Watch and listen to lecture on “Merit”.
- No weekly entry or facilitation due.

▪ *Readings/Videos*

- *To be Announced*

- **November 22: No Class**

- **December 1: Solidarity and Mutualism**
 - *Class Assignment*
 - Facilitators will lead small group discussion during class
 - Facilitator submit written part of assignment on Weds.
 - All other students submit weekly entry before class.

 - *Readings/Videos*
 - “Mutualism in the Age of Entrepreneurial Capitalism”, by Dorothy Sue Cobble.
 - Selected chapters from *Rivthead: Tales from the Assembly Line*, by Ben Hamper
 - “Shiftless of the World, Unite!”, in *Race Rebels*, by Robin D. G. Kelley.

- **December 8: Bureaucracy**
 - *Class Assignment*
 - Facilitators will lead small group discussion during class
 - Facilitator submit written part of assignment on Weds.
 - All other students submit weekly entry before class.

 - *Readings/Videos*
 - “Bureaucracy”, by Max Weber.
 - “Uses of Industrial Power”, by David Brody

- **FINAL DUE, 6 p.m., December 22, 2022.**

- **CLASS ASSIGNMENTS, GRADING, Etc.**
 - **Attendance** (2 points per class)
 - We will meet 13 times this semester, by Zoom. You are allowed one unexcused absence.

 - **Weekly Entries** (6 points per entry)

- You will turn in a short response to the readings. The response will include: 1) answers to questions posed by the professor; 2) your reflections and thoughts on the topic; and 3) your attempt to connect elements of the reading or the week's topic to current events.

○ **Take Home Final** (100 points)

- You will be given one take-home final. It will be a short answer/short essay final that will help you retain some of the core concepts.

○ **Facilitation Assignment** (100 points)

- Each student will Facilitate once during the semester. The Facilitation assignment is made up of two parts:
 - 1. Written response to the assigned readings and list of questions provided by the professor, due on the Weds. before the student is assigned to facilitate discussion. Basically, the student will write a response to the readings and questions and will submit the written response by Wednesday evening. The professor will provide written feedback by Thursday morning.
 - 2. Facilitate a small group discussion. The student will then lead a small group discussion during class on Thursday.

○ **Participation** (50 points)

- During the semester, the professor will assess each student's participation in class discussion. At the end of the semester, the professor will assign the participation points. Students are expected to attend class, to discuss the readings, and to engage their classmates during small group discussion.

○ **Office Hours**

- Please let me know if you want to meet with me. I will schedule a Zoom meeting.

○ **Timeliness and Academic Integrity**

- All assignments must be submitted by the scheduled due date and time. Assignments may be turned in one week from that due date and time; however, those late assignments will be docked points. I will not accept

assignments that are turned in any later than one week past due the date. Please also review Rutgers University's Academic Integrity policy. Visit academicintegrity.rutgers.edu for information on this policy. The policy must be applied in this class. Thanks.

○ **Troubleshooting Problems**

- We are conducting the course via Zoom. We might run into many problems with this format, including the ability to maintain a continuous connection, audio and visual quality, an inability to find a quiet location, etc. Please know that we will work through these problems. If you are experiencing any issues with the online/Zoom format, please let me know. I will work with you to ensure that you can access the class.