

Perspectives on Labor Studies: 37:575:395:01,

Fall 2022, In-Person Hybrid

Instructor: Professor Saul Rubinstein, saul.rubinstein@rutgers.edu

In-Person on Selected Mondays, 3:50 PM to 6:50 PM Eastern Standard Time, at LEC 115

Office Hours: by appointment

Course Expectations & Requirements

This course is designed to give you a chance to become engaged with the intellectual tradition of Labor Studies and Industrial Relations. You will read classic authors and current professional theory. You will have the opportunity to examine some of the big issues in the field and to decide what you think about them. You will also gain proficiency in important skills: reading for analytical insight, debating ideas, and communicating with others. Students should all be labor studies majors or minors with 15 credits or more in labor studies; if you are not in this category, then you need permission of the instructor to enroll.

Course Delivery Format

The course delivery mode is *in-person hybrid*. The hybrid format of this course means that we have weeks when we meet **in-person** and weeks where all your learning activities take place **asynchronously (online sessions)**.

We will be utilizing this Canvas learning management system to access learning materials, post announcements, submit Assignments, post to Discussion Forums, communicate via the Inbox feature, attend live sessions through Zoom, and take exams. Be sure to check this site frequently as there will be announcements and instructions.

Note: Whenever anything is posted to this site, you will automatically receive a notification to your **rutgers.edu** email account. Checking that email account frequently is highly recommended.

Asynchronous (not in real time) - there is no specific required time to log onto Canvas for the *asynchronous* (not in real time) classes. You may log in at your convenience. However, as there are activities that have due dates, you will need to adhere to all the due dates. **Be sure to check the Canvas site daily** and complete any required assignments or readings.

Synchronous (real-time, live) - attend the “live” scheduled class sessions.

Below are the dates for the asynchronous and synchronous sessions:

- **In-Person Class Dates:**
 - **September 19**
 - **October 3, 17, 31**

- **November 14, 28**
- **December 12**
- **Asynchronous Class Dates (no live class sessions):**
 - **September 26**
 - **October 10, 24**
 - **November 7 (Mid-Term), 28**
 - **December 5, 19 (Final Exam)**

All in-person classes are on Mondays from 3:50 PM to 6:50 PM Eastern Standard Time, at the Labor Education Center building, Room 115. Attendance required.

Computer and other Technology Requirements

- Access to the internet
- Reliable computer
- Headphones/Headsets - highly recommended
- Webcam - optional
- Microsoft Word
- [Basic Computer Specifications for Canvas \(Links to an external site.\)](#)

For convenience, you can also download/install the Canvas Student App for Android or iOS devices. Follow the instruction on the respective app centers:

- [Canvas Student App for Android \(Links to an external site.\)](#)
- [Canvas Student App for iOS](#)

Canvas Tutorials & Technical Support

If you are new to Canvas or need a refresher tutorial, visit:

- [Getting Started In Canvas for Students](#)

If you need technical assistance at any time during the course or to report a problem with Canvas:

- Contact [Rutgers IT Help Desk](#). 833-648-4357, help@oit.rutgers.edu.
- Refer to the [Canvas Student Tutorial](#)
- View tutorials at [Course Tools Tutorials](#) (in the Modules section)

Course Learning Objectives

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)

The theories that you are expected to understand include views from sociology, institutional economics, political science, personnel psychology, human relations, and industrial relations – they form a variety of perspectives relevant to the study of labor. You will demonstrate this understanding through written work and through online discussion of concepts.

You will see how various theories have been applied to particular applied issues – such as, to what degree should worker pay be contingent? You will have the opportunity to argue for your ideas on the application of theory to such questions in labor and employment relations.

Course Materials

Readings

You **do not need to purchase** any textbook for this course.

All readings and other course materials including assignments, exams are posted and accessible in this Canvas course site under the Modules tab (left navigation menu) in their respective weekly **To Do** pages.

Course Expectations

Synchronous Class

All students are expected to attend Tuesday classes and discuss the readings. Students read book chapters, journal articles and other electronic material available within the Canvas course shell. To prepare for class, students are asked to write answers to written questions. These writing assignments are to be completed before class and posted to the class website under assignments by the due date. Be prepared to discuss the key points of the readings in class and on the forums. It is important to participate in discussions and group activities. Explain your views. Don't be afraid to ask questions! Also listen – don't monopolize the discussion or ignore other views.

Asynchronous Online Threaded Discussion Forums

The forums offer a asynchronous complement to the synchronous sessions on alternate Mondays. You will be required to do the readings but instead of participating in a virtual class discussion, you will respond to questions, and start your own questions on the forum. Of great importance in an online learning environment is the opportunity for students to discuss course topics with each other. Students are required to communicate their insights and thoughts pertaining to reading and listening assignments, while learning from one another in the process.

In general, it is expected that students will engage in the forums **at least three times each week**. Forums include instructor- generated questions and student-to-student interaction. Forums are asynchronous. This means students are required to participate within a given time frame of 7 days – **Tuesday 12 AM (EST) to Monday 11 PM (EST)**. Students can respond to the Forum questions at anytime during the day or night during that time period.

This is an interactive class – you need to keep current in the reading and forums so that you can interact with others in the class. To do well you need to participate in virtual class discussions, in the forums, and hand in the written questions on the readings on the day that they are due. All students are expected to attend classes and participate in Forums.

Assessment of written reading questions

You will be asked to answer a series of questions about the readings for each synchronous Monday class. These assignments are designed to insure that you paid attention to the most important aspects of the reading, and enable in-class discussion. The answers should not be any longer than they need to be; in most cases, 2-3 pages in total should suffice.

Evaluation of these assignments reflect whether or not you have achieved an accurate understanding of the various readings and whether or not you reflect those ideas well in written English. Scores will range from 1-4 (minimally adequate to very good.)

TurnItIn (Plagiarism Detection)

Avoid plagiarism or other violations of academic integrity! Your written questions will be submitted through TurnItIn to insure that your answers are yours alone – not answers from another student, from the web, or another source. Be careful not to “copy” phrases or sentences excessively from the readings. The goal is to put the ideas into your own words! Be sure to read [TurnItIn Statement](#).

Familiarize yourself with the [Rutgers University Academic Integrity Policy](#)

Course Evaluation/Grading

Your final grade is based on the following components:

Grading Components	Percentage towards Final Grade
Synchronous Class Attendance, Participation & Asynchronous Forums	30%
Written Reading Questions	20%
Mid-term Exam	25%
Final Exam	25%
Total	100%

Assessment of online discussion forums

Asynchronous forum discussions offer a complementary approach to the synchronous classes. You will be required to do your readings but instead of participating in virtual class discussion, you will respond to questions, and start your own questions on the weekly topic.

Of great importance in an online learning environment is the opportunity for students to discuss course topics with each other. Students are required to communicate their insights and thoughts pertaining to reading and listening assignments, while learning from one another in the process. Forum discussions are also a means to identify whether or not the student comprehends required reading assignments.

It is expected that students will engage in the weekly forums **at least three times** (minimum) each week.

Students can respond to the Forum questions at anytime during the day or night.

As described above, your grade is based upon participation in each weekly forum. The forum is like a class discussion. Each forum has a question(s) to get you started – you may choose to discuss one or all, or to comment on some other aspect of the week’s topic, or to ask a question.

A forum is an interactive discussion and your contribution will be evaluated on a scale (1-4) from minimally adequate to very good.

The score reflects:

- **How early & how often you participated.** Signing on twice to interact with other students regarding one of the questions is minimally adequate, whereas more extensive participation earns you more points. Earlier participation in the week is rewarded as long as it is thoughtful. The first three students who participate in a substantive way in any forum receive additional credit for this alone.
- **Was your participation interactive?** Remember, this is a discussion – it is better to demonstrate understanding of the ideas of others before going on to your own opinion than to just “splash” your own ideas onto the page. On the other hand, passively “agreeing” with what others have written doesn’t contribute much to a discussion.
- **Were your comments thoughtful and based on the readings?** Did they reflect an accurate understanding of the material being discussed or were they riddled with errors regarding the course material.
- **Were your opinions backed by personal experience or other types of evidence?** Did you draw on readings from other courses, current news, or online sources of information in a manner that contributes to the discussion?
- **Were your comments expressed clearly and appropriately?** Do they show mastery of persuasive written English? *Please do not “flame” in these forums; be courteous of others who will be reading your comments.*
- Follow the [Discussion Post Guidelines](#).

The weighting of these components is approximately equal.

Assessment of synchronous class participation

You will be assessed on your virtual class participation.

Your final grade is based in part on your participation in class discussions during the weeks the class meets together. Your contribution will be evaluated on a scale (1-3) from minimally adequate to very good, based on the quality, thoughtfulness, and frequency of your contributions to class discussions.

Course Topics & Schedule

- [Week 1 \(Monday, September 19\): Introduction & Orientation. In-Person, LEC 115](#)
- [Week 2 \(Monday, September 26\): The Power of Theory. Asynchronous](#)
- [Week 3 \(Monday, October 3\): The Division of Labor & Scientific Management. In-Person, LEC 115](#)
- [Week 4 \(Monday, October 10\): Capitalism. Asynchronous](#)
- [Week 5 \(Monday, October 17\): Motivating and Managing Employees. In-Person, LEC 115](#)
- [Week 6 \(Monday, October 24\): Problems with Managing. Asynchronous.](#)
- [Week 7 \(Monday, October 31\): Mid-Term Exam. Asynchronous.](#)
- [Week 8 \(Monday, November 7\): Industrial Democracy. In-Person, LEC 115](#)
- [Week 9 \(Monday, November 14\): Inequality. In-Person, LEC 115](#)
- [Week 10 \(Monday, November 21\): No Class. Thanksgiving Week.](#)
- [Week 11 \(Monday, November 28\): Markets, Institutions and Competing Theories of IR. In-Person, LEC 115](#)
- [Week 12 \(Monday, December 5\): Human Resource Management, Industrial Relations & Organizational Behavior & Review. Asynchronous.](#)
- [Week 13 \(Monday, December 12\): Changing Relations between Labor and Management in a Global Economy. In-Person, LEC 115](#)
- [Week 14 \(Monday, December 19\): Final Exam](#)

Student Responsibilities

- Keep track of assignment due dates
- Check your Rutgers email, and this Canvas site for updates, announcements on a regular basis (at least once a week prior to and after class)
- Review [course tools tutorials](#) (Canvas, Zoom) to ensure you can navigate the course site effectively and that you can join in Zoom
- In case of computer failure, have a back up plan to access this course site
- Back up your documents to an external device (USB, hard drive)

Special Needs Accommodations

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) (<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](https://ods.rutgers.edu/students/registration-form) website (<https://ods.rutgers.edu/students/registration-form> (Links to an external site.)).

Should you require my assistance in facilitating the process, I will be happy to do so. Just let me know. Below is the full contact information for the office of disability services:

Lucy Stone Hall, Livingston Campus, 54 Joyce Kilmer Avenue, Suite A145, Piscataway, NJ 08854-8045.

- E-mail Address: dsoffice@rci.rutgers.edu
- Phone: (848) 445-6800 • Fax: (732) 445-3388
- <https://ods.rutgers.edu>

Student Support Resources

- [Rutgers Student Support Services](#)
- [Student Health & Wellness Services](#)
- [Registrar's Office](#)
- [Rutgers Office of the Dean of Students](#) provides support to students who may be facing exceptional difficulties that could jeopardize their education. Visit the website to learn more about the type of support they offer and/or to schedule an appointment. Specific pages on the site that may be of interest:
 - [Rutgers Community-Based Counseling](#)
 - [Rutgers Residence Life](#)
 - [Rutgers Students Food Pantry](#)
 - [Rutgers Student Counseling Service](#)