

Syllabus

Senior Seminar in Labor Studies: The Future of Work and Employment: 37:575:450:01

Thursdays, 355 pm – 655 pm

Prof. David Bensman, dhbensman@gmail.com

Office hours, Tuesday, 145 pm at Labor Education Center, Room 150 A

BOOKS TO BUY: David Weil, *The Fissured Workplace*,

Daniel Pink, *Free Agent Nation*,

Miya Tokumitsu, *Do What You Love?*

Books are Available at RU-Barnes and Noble, in New Brunswick.

SCHEDULE OF CLASSES:

Jan. 18 Introduction: The Future of Work, An International Perspective

Jan. 25 The Standard Employment Relationship in Law and Culture: What do we Expect from a Job?

Readings: Bensman and Kesselman, Introduction to the Grey Zone of Work and Employment (see sakai site)

David Weil, *The Fissured Workplace*, pp. 28-42.

Feb. 1 – Why Did Employers Fissure Workplaces?

Reading: David Weil, *The Fissured Workplace*, 1-28, 43-92

Feb. 8 The Impact of Fissuring on Corporate Loyalty

Reading: Wartzman, *The End of Loyalty*, 287-363. (See sakai site)

Feb. 15 Presentation by SMLR Career services representative, Jerrell Blakeley.

Feb. 22 Free Agency

Reading: Bensman and Rosenfield, Introduction to Free Agency in the Grey Zone of Work and Employment (See sakai site)

Reading: Daniel Pink, *Free Agent Nation*, 1-84

March 1– Free Agent Jobs

Reading: Horowitz, *The Freelancer's Bible*, selection (See sakai site), pp. 2-17, 283-320.

Reading: Pink, 85-123

March 8 – The Mirage of Autonomy

Reading: Tokumitsu – pp. 1-84,

Andrew Ross, No-Collar, 55-86 (See sakai site)

Midterm Examination due

March 22 The Reality of Work in Tiered and Fissured Organizations

Reading: Tokumitsu – 85-119

Reading: Ross, 188-228, (See sakai site)

March 29 Work in Fissured Organizations

Reading: Weil, 99-182

April 5 Work At the core of Fissured Organizations

Reading: Kanter, When Giants Learn to Dance, Chapter 12, 320-342 (See sakai site)

April 12 Class Presentations Begin

April 19

April 26 Class Presentations

Potential Visitors:

Term Assignment:

Research the career you are most interested in. Find out what it is like to work in the jobs in this career. What is work like? What knowledge and skills do you need? How do you develop new knowledge and skills. What are opportunities for advancement, movement into new fields or positions? Are there opportunities for continuing professional education? Is it necessary to engage in continuing professional education? What are pay and benefits like as you move through career? How often do people change jobs, employers? What are prospects for pension, decent retirement? How does the career affect or shape your non-work life, family life? Opportunities for hobbies, vacations, new ventures and opportunities, emotional health, physical health? What sorts of hours and schedules do you work as you move through career or life? How is career affected by new technologies, changing markets?

Sources, resources: Interviews with people in the field, HR professionals, data from government sources like census of occupations, etc. Rutgers and SMLR Career Services. Trade journals aimed at people in the field. General magazines and journals?

