

1. Sociology of Work, Industry and Organization (SOCI2082)

Background information

Module coordinator/s name _____

Instructor's name _____

Phone no.: Mobile _____ Office _____

Email _____

Office number _____

Contact hour _____

1.1 Objective of the course

The course aims to familiarize students with the nature, scope, subject matter, historical development of the sociology of industry and organization; the nature of work and industry, division of labor; the sociology of formal organizations, bureaucracy and its structure, organizational goals, approaches to organizational analysis; major theoretical perspectives in industrial and organizational; and industry and industrial relations.

1.2 Mode of Delivery and Study Hour

The mode of delivery for this course is interactive teaching and learning, independent learning and collaborative learning. The total study hours allocated for this course is 135 hours. Of this time, 30 hours is allocated for lectures, 19 hours for assignments, 15 hours for presentation, 20 hours for tutorials and problem solving sessions, 16 hours for assessment and 35 hours for independent study.

1.3 Learning Outcomes

After completing the course students will:

- Have the knowledge and understanding of what work is, its various dimensions, the way it is organized in society; the various aspects of the world of work, including employment, underemployment and unemployment
- Have the knowledge and understanding of industrialization, industrial relations, and work organizations.
- Have knowledge of the Ethiopian condition in regards to employment and unemployment and industrialization, and industrial relations.
- Be able to conduct, under supervision, small scale research on the topics of work, industry and organization.

1.4 Course Contents

Section One: Introduction

Origin and Historical Development, Scope and Subject Matter, Relevance; Researching Work, Industry and Organizations, a Review of Sociological Research Methods, Areas of Research in Work, Industry and Organization

Section Two: Work

- Meaning and definition of work, Dimensions of Work, The Personal Dimension of Work, The Social Dimension of Work, The Temporal Dimension of Work, Work Orientations and Worker Behavior
- The social organization of work – Occupations and Professions
- Other Aspects of the World of Work – Unemployment, Underemployment and the Contingent Workforce, etc; Work Outcomes – Prestige, Job Satisfaction, etc
- Labor Force Participation in Ethiopia: Employment and Underemployment / Unemployment in Ethiopia, Women and Work in Ethiopia

Section Three: Sociology of Industry

- Industrialization and the Industrial Process: Industrial Revolution, Preconditions for Industrialization, Industrialization and Industrial Development in Ethiopia
- Industrial Relations: Labor Unions, Labor Unions in Ethiopia, Industrial Conflicts
- Major theoretical strands in industrial sociology

Section Four: Organizational Sociology

- The Nature and Definition of Work Organizations
- Modern Work Organizations: Bureaucracy, Classical Administrative Principles, Taylorism or ‘Scientific Management’, Fordism, Theoretical Perspectives on Organizations
- Organizations, Environments and Effectiveness; Organizational Culture

1.5 Mode of Assessment

Students will be evaluated on the basis of **two assignments** (which they will write following all standards of academic writing) and a final examination. The **first assignment**, which will be marked out of 15%, will require students to identify and revise a certain number of scholarly publications on identified topics. The **second assignment** is the collection of primary and secondary data (field study) and writing a **research report** and making a **presentation** on a selected topic and will carry 20 %. Students will be expected to take a **test** which will account for 15% of their grade. A written final examination will be administered out of 50 %.

1.6 Reading Materials

- CSA. 2006. *Report on the 2005 National Labour Force Survey*. Statistical Bulletin 365. Addis Ababa.(Or the latest version of the same survey)
- Watson, Tony J. 1995. *Sociology, Work and Industry*. 3rd edition. Routledge, London and New York.
- Krahn, Harvey J. and Graham S. Lowe. *Work Industry and Canadian Society*. Third Edition. International Thomson Publishing, Ontario.
- Thomson, Paul and David McHugh. 1995. *Work Organizations: A Critical Organization*. Second Edition. MACMILLAN, London.
- Tausky, Curt. 1996. *Work and Society: An Introduction to Industrial Sociology*. Second Edition. F. E. Peacock Publishers, Illionis.
- Wangwe, S. M. (Ed.). (1995). *Exporting Africa: technology, trade and industrialization in Sub-Saharan Africa*. London and New York: Routledge.
- Thomas P. Ofcansky and LaVerle Berry, editors. *Ethiopia: A Country Study*. Washington: GPO for the Library of Congress, 1991.