

## **SOCIOLOGY OF WORK**

Degree(s)	: Management
Type	: Compulsory course unit
Curricular year/semester	: 3rd year / 1st Semester
ECTS / hours per week	: 6 ECTS / 4.0 Hours
Workload per week	: 1 Theoretical X 1 Hour +2 Practical x 1.5 Hours
Teacher responsible	: Professor Sara Falcão Casaca

### **OBJECTIVES**

- To develop an understanding and a critical perspective concerning the main socioeconomic changes related to a global and informational society.
- To deepen your knowledge concerning the new forms of work organization, the dominant processes organisational restructuring, and the impact in terms work conditions, employment and labour relations.

### **PROGRAM**

#### **1. Sociology of work and labour relations: an introduction**

- 1.1. The sociological perspectives on work, employment and the workplace
- 1.2. Main concepts and research methods.

#### **2. From industrial society to the information and knowledge society: trends in work and employment**

- 2.1. Sociological perspectives on the implications of technological and economic changes for employment and work
- 2.2. Information and communication technologies and globalisation processes
- 2.3. Changes in occupational structure and the new international division of labour
- 2.4. From the Fordist labour relations to flexible forms of work and employment

### **3. New principles of work organisation**

- 3.1. From the Taylorist/Fordist model of production to the emergence of new production and organisational models
- 3.2. New technologies: new skill contents and abilities
- 3.3. Employment flexibility and labour segmentation at the workplace

### **4. Socio-economic changes and new dynamics in industrial relations**

- 4.1. The diversity of national industrial relations systems and forms of workers' representation at the workplace
- 4.2 Present challenges for trade unions
- 4.3. New forms of participation and negotiation

## **BIBLIOGRAPHY**

### **Recommended Bibliography:**

- PAPER 1 - Cummings, Thomas (2004), "Organizational Development and change", in Boonstra, J., *Dynamics of Organizational Change and Learning*, John Wiley & Sons, Ch1.
- PAPER 2 - Watson, Tony J. (2008 [1987]), "Post-industrialism and the information society", *Sociology, Work and Industry*, London, 5th ed, pp: 90-98.
- PAPER 3 - Watson, Tony J. (2008 [1987]), "Globalisation in perspective", *Sociology, Work and Industry*, London, 5th ed, pp: 99-106.
- PAPER 4 - Kovács, Ilona and Casaca, Sara Falcão (2008), "Labour segmentation and employment diversity in the ICT service sector in Portugal", *European Societies*, Vol. 10, N° 3, pp. 429-451.
- PAPER 5 - Reich, Robert (1992), "The information age. The three Jobs of the Future", *The Work of Nations*, New York City, Vintage Press, pp: 204-211.
- PAPER 6 - Watson, Tony J. (2008 [1987]), "Labour market segmentation and non-standard employment", *Sociology, Work and Industry*, London, 5th ed, pp: 190-210.
- PAPER 7 - Casaca, Sara Falcão and Peixoto, João (2010), "*Flessibilità e segmentazione del mercato del lavoro in Portogallo: genere e immigrazione*", *Sociologia del Lavoro*, 117, pp: 116-133 (ENGLISH VERSION).
- PAPER 8 - Berggren, Christian (1992), "The evolution and transplation of toyotism", in *The Volvo Experience: Alternatives to Lean Production in the Swedish Auto Industry*, Houndmills/Basingstoke, Macmillan, pp. 22-55.

- PAPER 9 – Casaca, Sara Falcão, “Worker involvement in continuous improvement activities (kaizen) – a case study”, *Working Paper*, Comparative Labour Studies, University of Warwick.
- PAPER 10 - Berggren, Christian (1992), “The assembly line regime and the Volvo trajectory” and PAPER11b “Towards postlean production”, in *The Volvo Experience: Alternatives to Lean Production in the Swedish Auto Industry*, Houndmills/Basingstoke, Macmillan, pp. 3-17; pp: 232-256
- PAPER 11 – Casaca, Sara Falcão, (2012), - “Behind smiles and pleasantness: working in the interactive service sector in Portugal”, *International Journal of Work Organization and Emotion*.
- PAPER 12 - Farnham, D. and Pimlott, John (1990 [1979]), “Theories of industrial relations”, in *Understanding Industrial Relations*, London: Cassell, pp: 4-17.
- PAPER 13 – EUROFOUND, Portugal Profile (1)
- PAPER 14 - EUROFOUND, Portugal Profile (2)
- PAPER 15 – Cerdeira, Maria C.; Kovács, Ilona (2008), Job Quality in Europe: the North-South Divide, *Enterprise and Work Innovation Studies*, 4, IET, pp. 21 - 47.

#### WEB SITES

<http://www.oecd.org> (see “Global employment trends” Report ...)

<http://ine.pt>

<http://www.eurofound.ie/>

<http://europa.eu.int/comm/eurostat>

<http://www.oit.org/>

<http://www.dgeep.mtss.gov.pt>

<http://hdr.undp.org/reports/global> (see “Human Development Report”)