



SOCIAL ORGANIZATION

SOCIOLOGY 3304 W01: Spring 2017

Kennesaw State University

CRN: 10220

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For course related questions, email me in D2L

Required Readings:

Hodson, Randy, Sullivan, Teresa. 2012. Social Organization of Work. Cengage. 5th ed.

Janoski, Thomas, Lepadatu, Darina. 2013. Dominant Divisions of Labor: Models of Production that Have Transformed the World of Work. New York: Palgrave MacMillan.

All books available at the KSU Bookstore.

The Corporation Documentary (2003) and additional web links will be available online in D2L.

Course Description and Pre-requisites:

Prerequisite: SOCI 1101.

An introduction to large scale social organizations, with an emphasis on bureaucracy. Examines both the formal and informal aspects of bureaucracy, including topics ranging from power and authority, to centralization and decentralization, red tape, and professionalism.

Course Objectives. At the end of this class, the student should be able to:

- Explain the role of organizations in society
- Describe and apply various theoretical approaches related to organizations, work and employment
- Compare and contrast organizational and employment practices that govern organizations worldwide
- Identify various problem solving strategies to organizational conflicts and crises
- Describe the organizational problems faced by various industries
- Indicate the impact of diversity (gender, race, age, employment status, religion, disability etc.) on organizations

Minimum Technology Requirements, Course Strategies and Methods

This is an entirely online course and will be conducted entirely through Desire to Learn (D2L). **D2L works better with Firefox as a web browser. Please do not take this class on Smart phones as they are not as reliable as a computer for online teaching!** Students are expected to have the necessary computer background to work in this format, and are advised to seek additional technical assistance from computer services if needed [See resource links in Module 1]. Students will be expected to read each assigned chapter carefully, and then to use the Chapter Objectives and Notes under each module as review material. The reading schedule will advance according to the schedule specified at the end of the syllabus. **Please keep up with the readings!!!** The assigned chapters will be grouped together into a module with two chapters per week. The **D2L e-mail** and the **Announcements** tool will be our other forms of communication. I will often post under Announcements with important updates, assignment deadlines and general comments, and students can always contact me via D2L e-mail.

IMPORTANT: Class Scheduling Considerations

The reading load for this course is two chapters / week. Try to develop a routine where you dedicate at least 2 ½ hours per week to prepare for this course: reading the chapter, your colleagues' posts and writing your own post. As a general rule, I will post a question on the Discussion Board for each chapter and will expect the students to answer it by the date specified in the schedule of classes when that particular chapter is assigned. **Please print out the schedule of classes and have it on your desk, so you can follow the schedule closely! Questions asking which chapters are we covering this week are not acceptable!!**

COURSE REQUIREMENTS

IMPORTANT (read all!!)

On-line Discussion/Participation Requirement

1. *Introduce yourselves.* First, you will have to complete the Student Introductions.
2. *Participation on discussion forums (Please see Grading Rubric at the end of the syllabus!).* Online participation is not required for each chapter on this class since this would generate more than 1,000 posts to read in addition to your regular reading load. (This is consistent with participation in face-to-face classes, where students also do not participate every single class). **Therefore, students are required to author one post/month, for a total of 4 posts throughout the entire semester, and reply to colleagues' posts once a month, for a total of 4 replies / semester.** Obviously, students may publish more than 4 posts/ semester, if they wish, but it is not required.

A good grade on the discussion posts is based on the following criteria (please see Grading Rubric at the end of the syllabus):

- **Quality of post (demonstrating an understanding of the new concepts and theories learned in class)**
- **Timeliness**
- **Grammar**
- **Replies to colleagues' posts (demonstrating class engagement)**
- **Reading all the instructor and colleagues' posts (D2L provides statistics on the number of posts read by each student)**

Instructor's posts on the Discussion Board for each chapter are mandatory reading!!

As a general course routine, I will ask a controversial question related to the content of each chapter and will expect the students to answer it by Wednesday or Sunday midnight, in the day when that particular chapter is assigned. **YOU MAY POST EARLIER, BUT NOT LATER THAN THE DATE SCHEDULED FOR EACH CHAPTER. THE DISCUSSION BOARD FOR THE INDIVIDUAL CHAPTERS WILL BE CLOSED AFTER THAT. SO PLEASE STAY ON TRACK AND FOLLOW THE SYLLABUS CLOSELY!!** I usually grade the posts the next day after the deadline, so if you attempt to post after the date scheduled in the syllabus, the discussion board for that chapter will be closed.

3. *Netiquette*

Critical thinking is highly advisable. Questions are encouraged. Polite disagreements are fine. However:

- *Respect is a basic necessity in all online interactions.* When critiquing a theory, point of view, etc., the arguments must be sound, well-reasoned, logical (or based on evidence) and respectful. **DO** differentiate between critiquing an idea (which is not only fine but also advisable) and personal attacks! The latter means attacking the person who expressed a point of view you tend to disagree with.

- *Language and tone are important.* According to KSU Computer Usage Policy and Guidelines [www.kennesaw.edu/infosec], you may not employ lewd or threatening language in any electronic communication. This would violate the bounds of good taste as well as laws and regulations. Please see the Etiquette Statement in the Welcome Module for a more detailed discussion.

Exams (2 exams * 20 points)

a. Strategy

Exams are the assignments with the highest weight towards your grade (40 points), so please make a note of the exam schedule and plan accordingly. **Both exams will be located in D2L under Quizzes.** The exams are essentially open book and include only multiple-choice questions. But study and preparation are necessary because the exams are *timed* and the clock starts as soon as you begin, so there will not be time to look up answers. You must be prepared in advance to do well on the tests. The exam will have approximately 60 questions (multiple-choice format) with an allotted time of 90 minutes and can be taken only on the day they are scheduled. The questions asked on exams will primarily cover the major issues and concepts covered in the text and on the discussion boards, as opposed to obscure dates, individual places and names, or the most briefly discussed concepts. The exams are available to take anytime over a time span of 3 days (Friday to Sunday).

b. “Make-Ups”

Given the highly condensed nature of this course, make-up exams will NOT be possible under any circumstances. Make sure you will be available to take the exam on the day scheduled, otherwise you will have to “make do” with a 0 score on that specific test.

c. Exam Study Assistance and Study Guides

To help you prepare for exams, the textbook has a useful companion website with glossary and a host of exercises to help you study. Use it extensively when preparing for exams. This will be your Study Guide although the textbook itself comes packed with a Study Guide. However, for every exam, your best study guide will be the CORE CONCEPTS in each chapter.

Reaction paper (30 points)

This reaction paper has to be 4 pages long, double-space, 12 Times New Roman. This assignment will help you develop your writing skills. It will consist in your own sociological analysis of the “Dominant Divisions of Labor” book. Try to apply as many theories and sociological concepts that we’ve learned throughout the semester. Explain/elaborate how the knowledge gained in this class helped you gain a different perspective on global organizations and various models of production. Late papers will be penalized

with 1 point/ day. Please upload your papers under the Dropbox function according to the deadline.

Grading:

Midterm Discussion Board entries	15 points
Final Discussion Board entries	15 points
Exam 1	20 points
Exam 2	20 points
Reaction paper	30 points
Total	100 points

Final grades will be appointed as follows:

90 -100 points A

80 -89.9 points B

70-79.9 points C

60-69.9 points D

less than 60 points F

Additional Information

1.) I will respond to email at dlepadat@kennesaw.edu or in D2L within 48 hours during the week (M-R 9am-5pm). You may also call 470 578 6953 or visit my office at the KSU campus, Social Sciences building (22), Room 4067. You may wish to call and make an appointment if you plan a visit--just so that the amount of time you think you'll need will be reserved for you. 2.) Assignments will be graded, and grades will be posted, within 2 weeks after the assignment due date. If the instructor anticipates a delay in grading, you will be notified as soon as possible. 3.) Technical support is your responsibility. If a document or lecture does not open for you, let me know. Sometimes the instructor can put information in a different format that you can access more easily. However, if the problem is on your end (your computer, your software, your modem), it is your responsibility to find someone on your end to help you with the problem. If you are on KSU campus, contact service@kennesaw.edu. Your instructor is not technical support. Again, please let the instructor know if you have any questions.

Campus Policies:

Academic Honesty/Integrity Statement: <http://scai.kennesaw.edu/codes.php>. All students are responsible for knowing the information, policies and procedures outlined in the Kennesaw State University Codes of Conduct, [especially the following types of academic misconduct \(p. 18\):](#)

- 1) **Cheating.** Receiving, attempting to receive, knowingly giving or attempting to give unauthorized assistance in the preparation of any work required to be submitted for credit (including examinations, laboratory reports, essays, themes, term papers, etc.) is considered cheating, as is engaging in any behavior that a professor prohibits as academic misconduct in the syllabus or class discussion. Unless specifically authorized, using and/or having access to electronic devices during an examination, quiz, test or other assessment is automatically considered cheating, regardless of the student's reason for using/accessing the device;
- 2) **Plagiarism.** Including direct quotations from other sources into work required to be submitted for credit without indicating them as such by quotation marks, block quotes or other appropriate formatting. Incorporating the work of someone (e.g. ideas, theories, data, figures, graphs, programs, electronic based information, illustrations, etc.) into a paper or project without due acknowledgement;
- 3) **Self-Plagiarism.** Submitting any work for credit which was not authored specifically and originally for the assignment in question without the prior permission of the professor receiving that assignment. Most commonly, this means submitting the same, or substantially the same, paper or other assignment for credit in more than one class.

Confidentiality and Privacy Statement (FERPA):

<http://enrollmentservices.kennesaw.edu/training/ferpa.php>. Please read more about your FERPA rights in the Student Handbook.

University – Student Rights Statement

<http://catalog.kennesaw.edu/content.php?catoid=27&navoid=2263>

Ethics Statement: <http://scai.kennesaw.edu/codes.php>

Sexual Harassment Statement: <http://scai.kennesaw.edu/codes.php>

Course Accessibility Statement (ADA statement):

<http://sss.kennesaw.edu/sds/institutional-policies.php>. If you are a student with special needs, please notify me as soon as possible to accommodate your needs.

Useful Campus Resources:

The Writing Center: <http://writingcenter.kennesaw.edu/>

Academic Support Services: http://www.kennesaw.edu/stu_dev/msrs/academic.html

Student Disability Services: http://www.kennesaw.edu/stu_dev/dsss/welcome.html

ESL Study and Tutorial Center:

[http://uc.kennesaw.edu/academicinitiatives/docs/Guide to the ESL Center.pdf](http://uc.kennesaw.edu/academicinitiatives/docs/Guide%20to%20the%20ESL%20Center.pdf)

Career Services: <http://careers.kennesaw.edu/>

Counseling and Psychological Services:

<http://www.kennesaw.edu/studentssuccessservices/cps/services.php>

Center for Health Promotion and Wellness: <http://wellstarcollege.kennesaw.edu/wellness/>

Student Health Services: <http://studenthealth.kennesawstateauxiliary.com/>

Tentative Schedule of Classes

Module	Date	Social Organization of Work book	Assign
	Wednesday Jan 11	Welcome to SOCI 3304!! Please read the syllabus and post self-introductions	
Module 1	Sunday Jan 15	Ch. 1: Foundations	
	Wednesday Jan 18	Ch.2: Studying the World of Work	
Module 2	Sunday Jan 22	Ch. 3: Meaningful Work	
	Wednesday Jan 25	Ch.4: Class, Race and Gender	
Module 3	Sunday Jan 29	Ch. 5: Work and Family	
	Wednesday Feb 1	Ch. 6: Collective Responses to Work	
Module 4	Sunday Feb 5	Ch. 7: Technology and Organization	
	Wednesday Feb 8	Exam 1	Assignment
	Sunday Feb 12	Ch. 8: From Field, Mine and Factory	
Module 5	Wednesday Feb 15	Ch. 9: The High-Tech Revolution	
	Sunday Feb 19	Ch. 10: Services	
Module 6	Wednesday Feb 22	Ch. 11: Professions and Professionals	
	Sunday Feb 26	Ch. 12: Managers Midterm Discussion Board entries due	Assignment
Module 7	Wednesday March 1	Ch. 13: Administrative Support and Sales Last Day to Withdraw without Academic Penalty	
	Sunday March 5	Ch. 14: Marginal Jobs	

Module 8	Wednesday March 8	Ch. 15: The World of the Large Corporation	
	Sunday March 12	<i>The Corporation</i> Documentary I (1.5 hrs)	
	Wednesday March 15	<i>The Corporation</i> Documentary II (1.5 hrs)	
Module 9	Sunday March 19	Ch. 16: Globalization	
	Wednesday March 22	Exam 2	Assignment
	Sunday March 26	Ch. 17: The Future of Work	
		Dominant Divisions of Labor	
Module 10	Wednesday March 29	Ch. 1: Introductions to Divisions of Labor Ch. 2: What Was the Old Division of Labor?	p. 1- 15
	April 1-7	Spring Break!!	
Module 11	Wednesday April 12	Ch. 3: New Models of the Division of Labor I: Post-Fordism, McDonaldization, Siliconism,	p. 15-26
	Sunday April 16	Ch. 3-4: Shareholder Value Theory, Lean Production	p. 27-41
Module 12	Wednesday April 19	Ch. 4: New Models of the Division of Labor II: Nikeification, Waltonism, Additive and 3D Technology	p. 41- 53
	Sunday, April 23	Ch. 5: Synthesizing Three Models of the Division of Labor	p. 54-67
Module 13	Wednesday, April 26	Ch. 6: Conclusion: What the New Divisions of Labor Mean? Final Discussion Board entries due	p. 67-72
	Sunday, April 30	Reaction papers due	Assignment
	Thursday, May 11	Final Grades posted	

Grading Rubric for Discussion Board entries (15 points)

Criteria	Yes 3 points	No 0 point
Quality of Post: The student highlights how the theories/concepts of the chapter can be used to explain social problems. The student uses relevant and thought-provoking examples and sociological vocabulary learned from previous chapters		
Time: Chapter posts were made by the date each chapter was scheduled in the syllabus (no later than Wednesday or Sunday at midnight).		
Grammar: Post is well - written and does not have grammatical errors. The student provides the full reference for articles/ videos used, if applicable		
Reply: A reply to a colleague's post that is thought-provoking and analytical (uses concepts and empirical evidence from the material learned in class)		
Posts Read: The student reads ALL the instructor and colleagues' posts		
Total		