

An aerial photograph of a city skyline at sunset. The sky is filled with soft, orange and pink clouds, and the sun is low on the horizon, casting a warm glow over the buildings. The city is densely packed with skyscrapers of various heights and colors, including shades of blue, grey, and brown. The water of a lake is visible in the lower-left corner, with a few boats and a pier. The overall scene is a vibrant and detailed representation of a modern urban environment.

**SOCI2013: GENERAL
SOCIOLOGY: SOCIOLOGICAL
STUDY OF WORK**

Instructor: Song Yang

The Social Organization of Work

The division of labor

Inequality

Bureaucracy

Women, Minority, and Immigrants

Meaning and Dignity in Work

social stratification

work evolution

postindustrial society

service jobs

professions/professionals

Globalization

The Division of Labor

Specialization is associated with modern industrial society where each trade is broken down into innumerable specialties

Meat packing industry has stock scalper, belly shaver, crotch buster, gut snatcher, gut sorter, snout puller, ear cutter, eyelid remover, stomach washer, etc.

Specialization can have both positive and negative consequences for workers (loss of meaning and dignity for work)

Inequality

Social relations of production can be cooperative and egalitarian (mostly in primitive societies) or competitive, hierarchical, and unequal in industrial societies.

The most important contemporary form of hierarchy at work is the relation between owners and employees.

Bureaucracy

A bureaucracy is a hierarchical system with clearly designed offices and responsibilities and a clearly defined chain of responsibilities leading to the top position.

Bureaucracy is the major way by which modern organizations organize their work,

Post-bureaucratic structures (high performance work systems that emphasize greater worker involvement and initiatives) are emerging.

Bureaucracy 2

Bureaucratic labor control and coordination emerge to manage the large size of workforce.

Bureaucracy entails the systemic use of rules and the creation of formalized job positions with clearly delineated duties.

Bureaucracy fends off personal favoritism and nepotism, but leads to worker's depersonalization and alienation.

Women, Minorities, and Immigrants

Women today make up more than 46 percent of labor force in the United States and Canada.

Minority workers have been escalating through the career ladders, but racial equality is elusive.

New immigrants normally occupy the lowest rungs of the occupational ladder, then gradually climb to greater height in later generations.

Racial and Ethnic Diversity

Increasing racial and ethnic diversity brings both challenges and opportunities

Challenge lies in integrating the new workplace while minimizing discrimination and resentment from other workers.

Opportunities lie in making abundant use of educated workers while bring prosperity for all.

Meaning and Dignity in Work

Work not only brings means of livelihood, but also dignity and meaning in one's life.

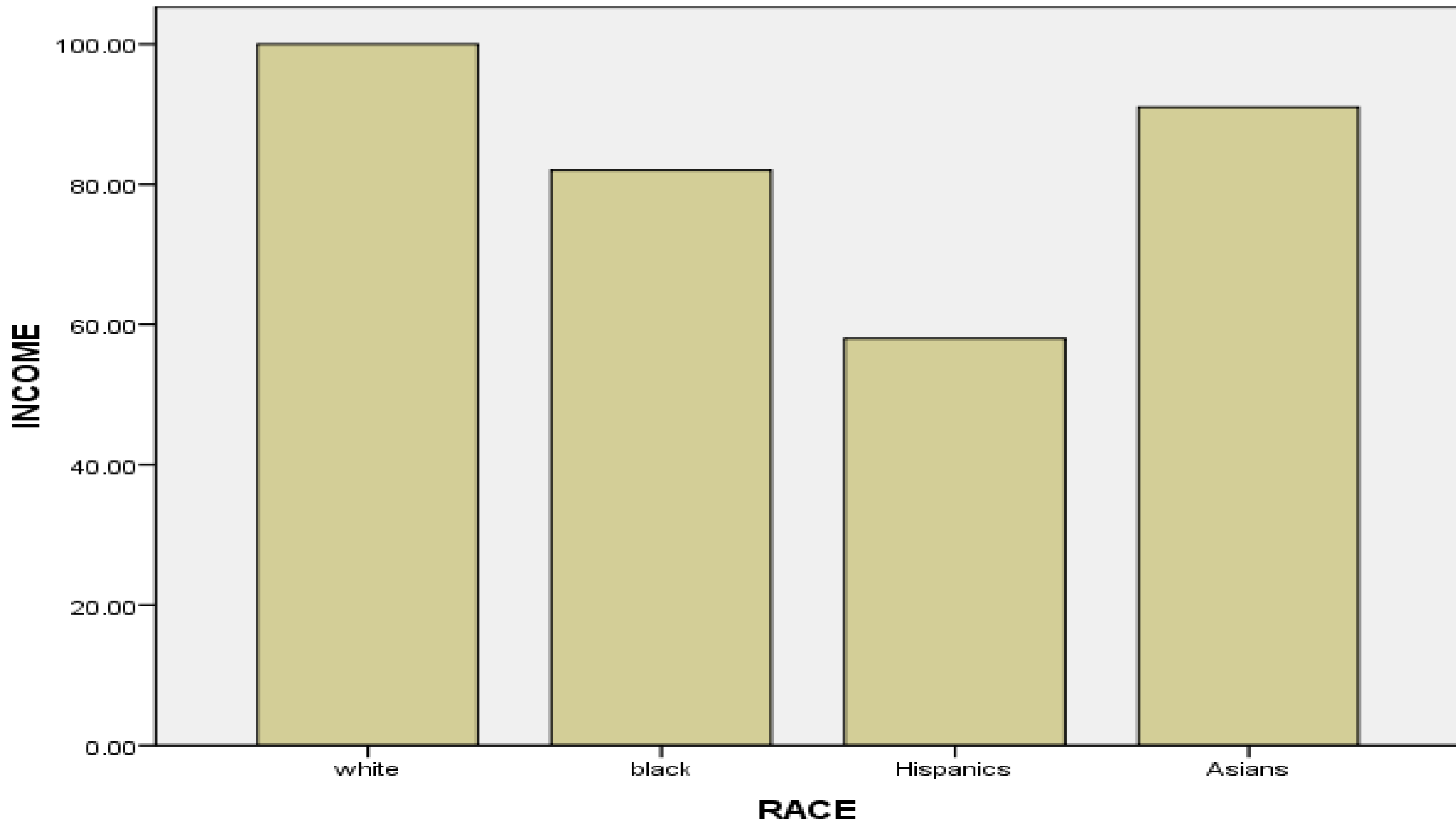
Over years, the General Social Surveys ask respondents to answer “if you were to get enough money to live as comfortably as you would like for the rest of your life, would you continue to work or would you stop working?”

Although the percentages indicating willing to continue to work fluctuate over the years, it is always greater than 60 percent (Stark 2008:435).



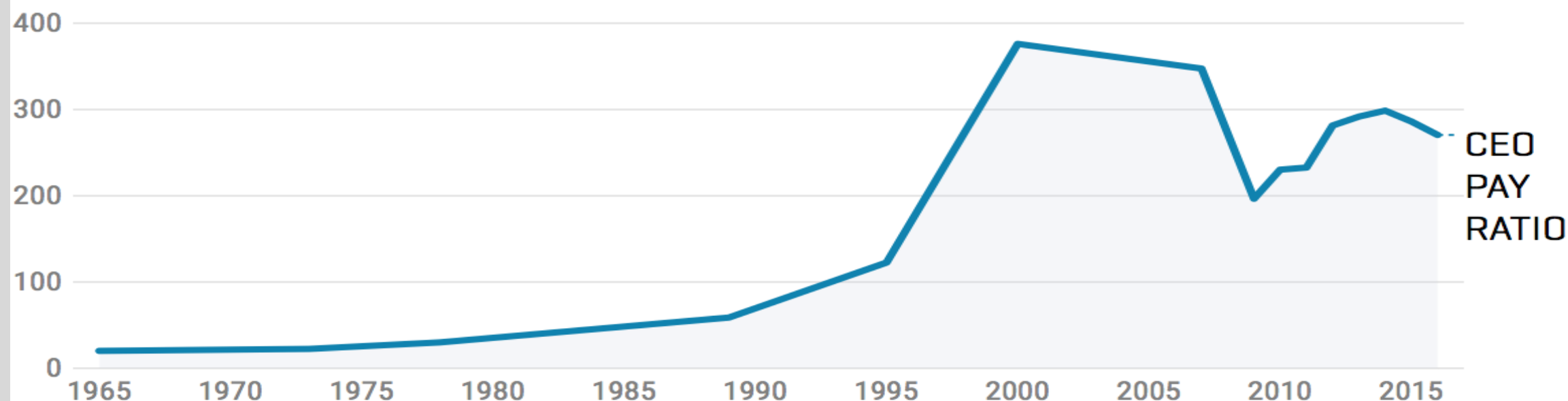
Social Stratification

- Modern forms of work produce abundant goods and services, but they distribute these goods and services unequally, such unequal distribution of rewards and power is known as social stratification.



CEO-to-worker Compensation Ratio

While 2016 CEO pay is projected to fall slightly from 2015, the average CEO of a large U.S. company makes 271 times the wages of the average worker.



This uses the "options realized" compensation series which includes salary, bonus, restricted stock grants, options realized, and long-term incentive payouts for CEOs at the top 350 companies ranked by sales.

SOURCE: [Economic Policy Institute](#)

FORTUNE

Work evolution

Nomadic and Hunting

classical civilization

Merchant capitalist

Post-industrial Society

Early Agriculture

Feudal system

Industrial Revolution

Globalizations

300,000 B.C.

8000 B.C.

2000 B.C.

A.D. 800

A.D. 1,400

1700 – 1960

1960 – 2000

2000

Postindustrial Society

IMMENSE PRODUCTIVITY OF MASS PRODUCTION SYSTEMS

FARM PRODUCTIVITY CONTINUES TO RISE

POPULATION GROWTH AFTER WWII

SIZABLE EMPLOYMENT IN CLERICAL, SERVICE, AND PROFESSIONAL SECTORS
INDICATES THE ADVENT OF POSTINDUSTRIAL SOCIETY, WHICH STARTS IN 1960S.

Service Industry

Transportation, retail trade, finance, insurance, real estate, professional and business services, public administration, entertainment, and health. In 1940s, about half of labor force in US were in those service industries. By the early 21st century, that number climbs to more than 80 percent.

Some low skilled occupations (food preparation, and health), other high end jobs in computer and system analyst.

The Professions

Professional employees are those who claim special rights and privileges based on their possessions of specialized knowledge gained through long study.

At the turn of the 20th century, professional workers account for 4 percent of labor force, whereas at the turn of the 21st century, that number climbs to 20 percent.

Professional Jobs

Accountants, lawyers,
doctors, engineers,
chemists, biologists.

Those employees possess
knowledge not readily
available to general public,
has to be obtained through
prolonged rigorous
training.

Consequentially, they
command high wages, and
job autonomy.

Class Diversity

The class structure in postindustrial society is the most diverse, including a capitalist class, a managerial class, a large professional class, a large manual labor class, and a large low-wage service class.

Will postindustrial society end poverty?

Globalization

Corporations outsource productions to developing countries where the wage levels are lower than the home countries of those corporations.

It creates fierce competition between workers in different nations, and downward spiral in wages, work conditions, health and safety protection, and environmental protections (The Other Side of Outsourcing).