

Mizan-Tepi University
College of Social Science and Humanities
Department of Sociology
Course Outline

Background Information

Instructor's Name: **Edomgenet Hiba**

Module Name: **Economy and Society**

Module Code: **SocM2081**

Course Name: **Sociology of Work, Industry and Organization**

Course Code: **SOCI2082**

Module ECTS: **5 ECTS**

Total Module Study Hour: **135 Hours**

1. Module Description

This module encompasses two courses: Economic Sociology and Sociology of Work, Industry and Organization. The module emphasizes the interconnections between economic activity, social relationships, culture (shared understandings), institutional structures, symbols, social networks and inter-actor relationships. It also focuses on major aspects of the economy, namely, work, industry and organization. In doing so, it deals with the nature of work and industry, division of labor; formal organizations, bureaucracy and its structure, organizational goals, approaches to organizational analysis; major theoretical perspectives in industrial and organizational sociology; and industry and industrial relations.

2. Module Objectives

On the first place, the module aims to acquaint students with the basic concepts in the field of economic sociology, demonstrate fallacies of conventional economic theories, and the social constructions of economic institutions, and introduce major debates and conceptual approaches in the sociology of markets. Secondly, the module aims to equip

students with understanding of the historical development of modern forms of work and work ethic; prominent thinkers in the sociology of work, understanding of particular occupations, and knowledge of the process of industrialization; understand and critique the various forms of the management of work.

3. **Objectives 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.

4. **Learning Outcomes**

Up on completion of this 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.

5. Course Contents

Section One: Introduction

Origin and Historical Development, Scope and Subject Matter, Relevance; Researching Work, Industry and Organizations, 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

6. Modes 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.

7. 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 %.

Reading Materials

- CSA. 2006. Report on the 2005 *National Labor 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.