

# SELECTED REFERENCES

INDUSTRIAL RELATIONS SECTION

PRINCETON UNIVERSITY

No. 247\*

Princeton, NJ 08544

May 1989

---

---

## THE SOCIOLOGY OF WORK\*\*

Burawoy, Michael. *Manufacturing consent: changes in the labor process under monopoly capitalism*. Chicago, IL 60637. The University of Chicago Press (5801 Ellis Avenue). 1982. 268 pp. \$11.00, paper.

This ethnographic study, based on Burawoy's experience in a machine shop, can be compared with Donald Roy's 1940's classic series on output restriction (*Restriction of Output in a Piecework Machine Shop*. Ph.D. Dissertation, University of Chicago, 1952). The internal labor market and union structure are described; certain elements of change (recession, political struggle and changes within the company) are analyzed; and special emphasis is placed on the piece work system. Burawoy's argument is based on two levels: that the consent of the worker to accept the capitalist system is produced by workplace relations, not family, school or other external influences, and that the workplace creates consent by drawing workers into playing games to 'make-out' or achieve the prescribed output. Burawoy contends that 'making-out' has been largely unchanged, thus demonstrating the hold it has over workers, over time, in spite of technological change. Paul Willis' *Learning to Labour* (Lexington, Mass., Lexington, 1977) and Andrew Friedman's *Industry and Labour* (Atlantic Highlands, N.J., Humanities, 1977) also offer similar studies which examine workers as knowledgeable individuals and discuss class struggle on the shop floor.

Edwards, Richard. *Contested terrain: the transformation of the workplace in America*. New York, NY 10012. Basic Books (10 East 53rd St.). 1979. 256 pp. \$9.50, paper.

Edward's insightful study draws upon company records of such large companies as Polaroid, IBM, GE, International Harvester and AT&T in an attempt to trace the evolution of the structure of work and the social relations of the workplace since the rise of the modern corporation. He explores the process of transformation that hierarchical form has undergone, the emergence of sophisticated worker control mechanisms, and what these developments mean for the future of economic democracy.

Form, William. *Divided we stand: working-class stratification in America*. Champaign, IL 61820. University of Illinois Press (54 East Gregory Drive). 1986. 328 pp. \$29.95.

This broad review of the literature of working class stratification begins with an analysis of the socioeconomic divisions within working classes, which often impede political activity. Chapters cover: foremen; skilled workers; unionization; political ideology and voting behavior; and the subordination of women that results from current technology.

\* Prepared by Sally W. Burkman, Sociology Selector.

\*\* Items on this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

Hall, Richard H. *The dimensions of work*. Beverly Hills, CA 90212. SAGE Publications (275 South Beverly Drive). 1985. 344 pp. \$29.95.

Hall summarizes and classifies the literature of the sociology of work according to 'dimensions' of work: nature of work; forms of work and division of labor; responses to work-satisfaction, commitment and alienation; status and mobility; gender, age, race and ethnicity; organizations and participative strategies; power; and family, health and public policy considerations. Concluding chapters briefly examine power within organizations, the effect of power in the hands of unions and the government, and the relationship of work to family life of the worker.

*The historical meanings of work*. Edited by Patrick Joyce. New York, NY 10022. Cambridge University Press (32 East 57th St.). 1987. 320 pp. \$44.50.

Well-researched studies from Britain, France, and the United States cover such diverse areas as 18th century French *compagnonnages*, a contemporary view of women workers in French industrial economy (1840-1860), the English factory reform movement, the economic and social world of Tyneside skilled workers (1850-1880), and a fascinating study examining the work ethic of the hot-rod sub-culture in the United States. An introductory chapter presents background information essential to understanding the main thesis: that work is the product of society and culture.

*Industries, firms, and jobs: sociological and economic approaches*. Edited by George Farkas and Paula England. New York, NY 10013. Plenum Press (233 Spring St.). 1988. 346 pp. \$39.50.

This volume, based in part on a conference of economists and sociologists, presents the interrelationships as well as the different approaches of both disciplines concerning such topics as industrial structure, economic segmentation, internal structure of firms, job characteristics, technology, productivity, labor and product markets. A final essay, "Economic and Sociological Views of Industries, Firms and Jobs," further discusses the differences, and outlines the potential for integration.

Kanter, Rosabeth Moss. *Men and women of the corporation*. New York, NY 10012. Basic Books (10 East 53rd St.). 1979. 348 pp. \$11.95, paper.

Kanter's ethnography of a fictional company shows how an organization forms the individual's sense of self and potential. Following background chapters on the development and growth of the white collar administrative class within large corporations, and an in-depth look at the company, three types of positions (managers, secretaries, and wives) are described relative to the dilemmas and choices presented to them. Other chapters are devoted to the study of opportunity for growth and advancement, power and powerlessness, numbers (i.e. the effect of relative numbers on relationships between any two people); and the effect of 'tokens.'

*Life and labor: dimensions of American working-class history*. Edited by Charles Stephenson and Robert Asher. Albany, NY 12246. State University of New York Press (State University Plaza). 1986. 343 pp. \$44.50.

This collection of essays provides a historical record of work and leisure

activities for the American working class, as described by historians. The unity and disunity of workers, the costs of social and economic class conflict, the role of technology and technological change, and the history of unions are carefully examined. Essays include: an analysis of class mediating functions of fraternal associations; the exploration of dance halls and the working class sexuality in the early 20th century in New York City; an examination of the "not so turbulent" 1930s; a good analysis of the effective use of the boycott; the work culture of females in the cigar making industry; and the Ford workers system of shop-floor control in the River Rouge complex during and after World War II. Although one essay concerns black workers, and some attention is paid to immigrants in the work force, more emphasis on these areas would have been welcome.

Marsden, David. *The end of economic man?: custom and competition in labour markets*. New York, NY 10010. St. Martin Press (175 Fifth Avenue). 1986. 256 pp. \$27.50.

Marsden attempts the integration of economics, sociology and industrial relations to explain the theory of labor markets. Individual chapters provide excellent summaries of current labor market theories devoted to discussions of implicit contracts, transaction costs, trade union behavior, discrimination, internal labor markets, segmented markets and social custom. The final chapter includes Marsden's interdisciplinary analysis integrating these areas to explain occupational markets as phenomena of institutional conditions.

*Research in the sociology of work*. Edited by Richard L. Simpson and Ida Harper Simpson. Greenwich, CT 06830. Jai Press (165 West Putnam Avenue). 1981. \$56.50 (v.1-v.3). \$58.50 (v.4).

Each volume in this series concentrates on a specific theme within the sociology of work. Vol. 1 (1981) addresses "worker consciousness," its development and consequences in different countries and time periods; Vol. 2 (1983) covers peripheral workers—part time or seasonal, those outside the main economy (such as gamblers) and those outside the normal work force (children, elderly or undocumented aliens); Vol. 3 (1985) covers unemployment and underemployment; and Vol. 4 discusses the social implications of high technology.

Sabel, Charles F. *Work and politics: the division of labor in industry*. New York, NY 10022. Cambridge University Press (32 East 57th Street). 1982. 288 pp. \$32.50.

A wide range of examples, from petrochemical workers in Germany and Great Britain to auto workers in Italy, explores the impact of complex cultural differences as well as different skill levels and expectations, on the segmentation of labor markets. The impact of changes in company policy (relocation, technical innovation, new competitive strategies which lead to constant adjustment between management and labor) are discussed. The final (and most controversial) chapter argues that changes in production and organization of work are occurring in modern industry in response to social and political forces.

Salaman, Graeme. *Work organization and class structure*. Armonk, New York 10504. M. E. Sharpe (80 Business Pike Drive). 1984. 288 pp. \$35.00. Originally published as *Class and the corporation* (London, 1981).

Salaman has produced a critical survey of theories of work organizations: structures, strategies of design and control and class relations based on sociological classics through recent research. Five areas are covered: classical theory (Marx, Weber and Durkheim) of understanding work organization in capitalist societies; basic sociological theories on work design and conflict; three themes of work organization; strategies of class control as seen through work organization (heavy on Marx, selective of Weber, and no Durkheim).

*The sociology of work: papers in honour of Oswald Hall.* Edited by Audrey Wipper. Ottawa, Ontario K1S 5B6. Carleton University Press (Colonel By Dr.). 1984. 501 pp. \$32.95.

This festschrift in honor of Canadian sociologist Oswald Hall consists of 26 contributions in five areas: historical perspectives; recruitment; socialization and subcultures; bureaucracies; inequality; power and protest. Each section is introduced by a unifying essay. Several fine articles provide a comparison of the US/Canadian labor force, examine the medical professions and related fields, and explore the nature of sex roles and women in sociology.

*The transformation of work?: skill, flexibility and the labour process.* Edited by Stephen Wood. Winchester, MA 01890. Unwin Hyman (8 Winchester Place). 1989. 365 pp. \$48.60.

Fundamental changes in work organization which have occurred during the 1980s are addressed in this volume. An introductory chapter details recent studies and sets the stage for individual chapters which cover the technological development and limits of automation, internationalization and geography of production, Japanese management, gender relations, and occupational segregation.

*Work, culture and society.* Edited by Rosemary Deem and Graeme Salaman. Philadelphia, PA 19106. Open University Press (242 Cherry Street). 1985. 256 pp. \$65.00.

This volume analyzes paid and unpaid work, particularly housework, including a detailed exploration of the boundaries between paid and unpaid work, as well as marginal work. Close scrutiny is paid to the relationship between work, unemployment and society. Essays cover: factory and agricultural work; unemployment and society; work and unemployment; China; labor market structure and workplace division. All chapters seek to unravel the relationship between work (of all kinds) and society, and to relate workplace inequalities and hierarchies to class structure.

*Working women: past, present, future.* Edited by Karen Shallcross Koziara, Michael H. Moskow, and Lucretia Dewey Tanner. Washington, DC (20037). Bureau of National Affairs (1231 25th Street NW). 1987. 441 pp. \$35.00.

This analytical overview of the status of working women reviews research of the last two decades, and suggests new directions for the future. Several themes are covered: women in traditional male jobs, both professions and the skilled and blue collar areas; job/sex segregation, i.e. job segregation by sex; women's earnings (the earnings gap); minority women; women's work and the family—the impact of the working mother, her 'double burden' as wage earner and homemaker; women in management, in academia and in unions; and the middle-aged woman worker.