THE SOCIOLOGY OF WORK**


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 in 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' 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.


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.

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

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.


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.


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'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."


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 func-
tions 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 dur-
ing 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 la-
bour markets. New York, NY 10010. St. Martin Press (175 Fifth Av-
ueue). 1986. 250 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, discrimina-
tion, 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 condi-
tions.

Research in the sociology of work. Edited by Richard L. Simpson and Ida
Avenue). 1981. $56.50 (v.1-v.3). $58.50 (v.4).

Each volume in this series concentrates on a specific theme within the soci-
ology of work. Vol. 1 (1981) addresses “worker consciousness,” its de-
velopment and consequences in different countries and time periods; Vol. 2
(1981) covers peripheral workers—part time or seasonal, those outside the
market economy (such as gamblers) and those outside the normal work force
(children, elderly or undocumented aliens); Vol. 3 (1985) covers unem-
ployment and underemployment; and Vol. 4 discusses the social implica-
tions 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 cul-
tural 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 fi-
nal (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
$35.00. Originally published as Class and the corporation (London,
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 (heavily on Marx, selectively of Weber, and no Durkheim).

The sociology of work: papers in honour of Osvald 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 Osvald 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.


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.


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.


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.