

**Work and Organizations
Reading List**



Contents		Page
I.	General Literature	2
II.	Specialized Literature: Organizations.....	4
A.	The Basics	
1.	<u>Institutional theory</u>	
2.	<u>Ecological and evolutionary theory</u>	
3.	<u>Resource dependence</u>	5
4.	<u>Organizational economics</u>	
5.	<u>Cognitive and social-psychological approaches</u>	
B.	Intra-Organizational Analysis	6
C.	Forms as Units of Analysis	
III.	Foundings: The Creation and Proliferation of Organizations	
A.	General Issues	
B.	Selected Studies of Societal Institutions	7
IV.	Transformation	
A.	General Issues	
B.	Structure, Strategy, and Inertia	
C.	Growth/Decline	8
D.	How Powerful Are Managers?	
E.	Miscellaneous Research Findings	9
V.	Dissolution: Death, Cessation, Expiration, Etc.	
A.	Conceptualizing Selection Pressures	
B.	Research Findings	
C.	Mutualism and Other Things	10
VI.	Specialized Literature: Work and Occupations	
A.	Theories of Work Structures and Markets I: Sociological and Economic Approaches	
B.	Theories of Work Structures and Markets II: Multivariate Structural Approaches.....	11
C.	The Labor Process: Theories of the Organization of Work.....	12

(continued)

Contents (continued)

	Page
D. Labor Market Segmentation.....	13
E. Professions and Professionalism: Analytical Approaches, Definitions, Models.....	14
F. Professional Autonomy and Control of Professional Work	
G. Changing Occupational Sectors: From Farm to Factory to Services.....	15
H. Employment Relations and Organizational Commitment	
I. Occupational Differentiation	16
J. Occupational and Organizational Careers	
K. Sex Differences in Work and Occupations	17
L. Meaning of Work and Job Satisfaction	18
M. Unions	19
N. Job Creation: De-Industrialization and Internationalization of Production	
O. The Changing Labor Force	
VII. Preparing Yourself for the Exam	25

Work and Organizations Reading List



We have organized this list in three (3) parts: classic literature, contemporary literature, and preparation strategies. Our goal is to provide you with the background needed to understand the roots of the problems addressed in the current research literature, and to prepare you to make your own contribution to this literature.

Abbreviations Used in This Reading List

Following are the major journals in which you will find important articles on organizations, work, and occupations.

AJS	<u>American Journal of Sociology</u>	JM	<u>Journal of Management</u>
AMJ	<u>Academy of Management Journal</u>	JMI	<u>Journal of Management Inquiry</u>
AMR	<u>Academy of Management Review</u>	JMS	<u>Journal of Management Studies</u>
ARS	<u>Annual Review of Sociology</u>	MS	<u>Management Science</u>
ASQ	<u>Administrative Science Quarterly</u>	Org	<u>Organization</u>
ASR	<u>American Sociological Review</u>	OrgS	<u>Organization Science</u>
CMR	<u>California Management Review</u>	OS	<u>Organization Studies</u>
ETP	<u>Entrepreneurship: Theory and Practice</u>	SMJ	<u>Strategic Management Journal</u>
HR	<u>Human Relations</u>	WES	<u>Work, Employment, and Society</u>
ICC	<u>Industrial and Corporate Change</u>	WO	<u>Work and Occupations</u>
JBV	<u>Journal of Business Venturing</u>		



I. General Literature

To obtain a general overview of the sociology of organizations and work field, read the following:

Abbott, Andrew. (1988). The System of Professions.

Aldrich, Howard E. (1999). Organizations Evolving.

Bendix, Reinhard. (1956). Work and Authority in Industry.

Blau, Peter. (1955). The Dynamics of Bureaucracy.

Blauner, Robert. (1964). Alienation and Freedom.

Braverman, Harry. (1974). Labor and Monopoly Capital.

Buroway, Michael. (1979). Manufacturing Consent.

Carroll, Glenn and Michael Hannan. (2000). The Demography of Corporations and Industries.

Edwards, Richard. (1979). Contested Terrain.

Freidson, Eliot. (1986). Professional Powers.

Gouldner, Alvin. (1954). Patterns of Industrial Bureaucracy.

Hodson, Randy. (2001). Dignity at Work

Kalleberg, Arne L. and Ivar Berg. (1987). Work and Industry: Structures, Markets and Processes.

Kanter, Rosabeth Moss. (1977). Men and Women of the Corporation.

Lipset, Seymour Martin, Martin Trow, and James S. Coleman. (1956). Union Democracy.

March, James G. (ed.). (1965). Handbook of Organizations (chapters by Stinchcombe, Starbuck, and Perrow).

March, James G. and Herbert Simon. (1958). Organizations.

Mills, C. Wright. (1951). White Collar.

*Mintzberg, Henry. (1973). The Nature of Managerial Work.

Nelson, Richard L. and William P. Bridges. (1999). Legalizing Gender Inequality: Courts, Markets, and Unequal Pay for Women in America. New York: Cambridge University Press

Perrow, Charles. (1986). Complex Organizations, A Critical Essay. (3rd Edition).

Scott, W. Richard. (2003). Organizations, Rational, Natural, and Open Systems (5th Edition).

Scott, W. Richard (2001). Institutions and Organizations. (2nd Edition)

Selznick, Phillip. (1947). TVA and the Grass Roots.

Selznick, Phillip. (1959). Leadership in Administration.

Weick, Karl. (1979). The Social Psychology of Organizing.

II. Specialized Literature: Organizations

A. The Basics

1. Institutional theory

DiMaggio, Paul and Walter Powell. (1983). "The Iron Cage Revisited: Institutional Isomorphism and Collective Rationality in Organizational Fields." ASR 48, 2 (April): 147-160.

Zucker, Lynne G. (1987). "Institutional Theories of Organization." Pp. 443-464 in W. Richard Scott (ed.), ARS 13. Palo Alto: Annual Review, Inc.

Chapters on Institutional Theory written by Kimberly Elsbach, Donald Palmer & Nicole Biggart, and David Strang & Wesley Sinein Baum, in Joel A.C. (ed.). (2002). Companion to Organizations.

2. Ecological and evolutionary theory

Baum, Joel A.C. (1996). "Organizational Ecology." Stewart R. Clegg, Cynthia Hardy, and Walter Nord (eds.), Handbook of Organization Studies. London: Sage.

Hannan, Michael T. and John Henry Freeman. (1977). "The Population Ecology of Organizations." AJS 82 (March): 929-964.

Chapters on ecology by D. Charles Galunic & John Weeks, Joel Baum & Terry Amburgey, and Hayagreeva Rao in Baum, Joel A.C. (ed.). (2002). Companion to Organizations

3. Resource dependence

Pfeffer, Jeffrey and Gerald Salancik. (1978). The External Control of Organizations.

4. Organizational economics

Baron, James and Michael Hannan. 1994. "The Impact of Economics on Contemporary Sociology," Journal of Economic Literature, 32, 3 (September): 1111-1146.

Eisenhardt, Kathleen M. (1989). "Agency Theory: An Assessment and Review." AMR 14 (January): 57-74.

Williamson, Oliver. (1981). "The Economics of Organization: The Transaction Cost Approach." AJS 87, 3 (November): 548-577.

Williamson, Oliver. (1994). "Transaction Cost Economics and Organization Theory." Pp. 77-107 in Neil J. Smelser and Richard Swedberg (eds.), The Handbook of Economic Sociology. Princeton..

5. Cognitive and social-psychological approaches

Davis-Blake, Alison and Jeffrey Pfeffer. (1989). "Just a Mirage: The Search for Dispositional Effects in Organizational Research." AMR 14 (July): 385-400.

DiMaggio, Paul. (1997). "Culture and Cognition." ARS, 23: 263-287.

March, James. (1991). "Exploration and Exploitation in Organizational Learning." OS 2, 1 (February): 71-87.

B. Intra-Organizational Analysis

Kalleberg, Arne L., David Knoke, Peter V. Marsden, and Joe L. Spaeth. 1996. Organizations in America: Analyzing Their Structures and Human Resource Practices. Thousand Oaks, CA: Sage.

Miner, Anne S. (1987). "Idiosyncratic Jobs in Formalized Organizations." ASQ 32 (September,): 327-351.

Chapters on Intraorganizational Level, pages 58-255 in Baum, Joel A.C. (ed.). (2002), Companion to Organizations

C. Inter-Organizational Analysis

Powell, Walter W., Kenneth W. Koput, and Laurel Smith-Doerr. (1996). "Interorganizational Collaboration and the Locus of Organizational Innovation: Network Learning in Biotechnology." ASQ 41, 1 (March): 116-145

Uzzi, Brian. "The Sources and Consequences of Embeddedness for the Economic Performance of Organizations: The Network Effect." ASR 61, 4 (August). 674-698.

Uzzi, Brian. "Social Structure and Competition in Interfirm Networks: The Paradox of Embeddedness." ASQ 42, 1 (March): 35-67.

Chapters on Interorganizational Level, pages 495-711 in Baum, Joel A.C. (ed.). (2002), Companion to Organizations

C. Forms as Units of Analysis

Granovetter, Mark. (1984). "Small Is Beautiful." ASR 49, 3 (June): 323-334.

Ouchi, William. (1980). "Markets, Bureaucracies and Clans." ASQ 25, 1 (March): 129-141.\

Podolny, Joel M. and Karen L. Page. (1998). "Network Forms of Organization." ARS, 24: 57-76.

Rao, Hayagreeva, Calvin Morill, and Mayer Zald. "Power Plays: How Social Movements and Collective Action Create New Organizational Forms." (2000) pp. 237-282 in Research in Organizational Behavior, 22 edited by Barry Staw and Robert Sutton, JAI Press.

III. Foundings: The Creation and Proliferation of Organizations

A. General Issues

Katz, Jerome and William B. Gartner. (1988). "Properties of Emerging Organizations." AMR 13 (July): 429-441.

Ruef, Martin. (2000). "The Emergence of Organizational Forms: A Community Ecology Approach." AJS 106(November).

Tushman, Michael and Philip Anderson. (1986). "Technological Discontinuities and Organizational Environments." ASQ 31, 3 (September): 439-465.

B. Selected Studies of Societal Institutions

Hamilton, Gary and Nicole Woolsey Biggart. (1988). "Market, Culture, and Authority." AJS 94 (Supplement): S52-S94.

Rao, Hayagreeva. (1998). "Caveat Emptor: The Construction of Non-Profit Consumer Watchdog Organizations." AJS 103, 4 (January): 912-961,

Roy, William. (1997). Socializing Capital: The Rise of the Large Industrial Corporation in America.

Scott, W. Richard, Martin Ruef, Peter Mendel, and Carol Coronna. (2000), Institutional Change and Healthcare Organizations: From Professional Dominance to Managed Care.

Zelizer, Viviana. (1978). "Human Values and the Market: The Case of Life Insurance and Death in 19th Century America." AJS 84, 3 (November): 591-610.

Zucker, Lynne G. (1986). "Production of Trust: Institutional Sources of Economic Structure, 1840-1920." Pp. 53-112 in Barry M. Staw and L.L. Cummings (eds.), Research in Organizational Behavior 8. Greenwich, CT: JAI Press.

C. Entrepreneurship

Aldrich, Howard. (2004). "Entrepreneurship." Pp. 451-477 in Neil Smelser and Richard Swedberg (eds.). Handbook of Economic Sociology. Princeton, NJ: Princeton University Press.

Ruef, Martin. (2005). "Origins of Organizations: The Entrepreneurial Process." In Lisa Keister (ed.). Research in the Sociology of Work: Entrepreneurship 15. Greenwich, CT:

JAI Press.

Ruef, Martin, Howard E. Aldrich, and Nancy Carter. (2003). "The Structure of Entrepreneurial Founding Teams: Homophily, Strong Ties, and Isolation among U.S. Entrepreneurs." ASR 68, 2 (April): 195-222.

Sorensen, Olav, and Pino G. Audia. (2000). "The Social Structure of Entrepreneurial Activity: Geographic Concentration of Footwear Production in the United States, 1940-1989." AJS 106, 2 (September): 424-462.

IV. Transformation

A. General Issues

Aldrich, Howard E. and Ellen Auster. (1986). "Even Dwarfs Started Small." Pp. 165-198 in L.L. Cummings and Barry Staw (eds.), Research in Organizational Behavior 8.

Hannan, Michael and John H. Freeman. (1984). "Structural Inertia and Organizational Change." ASR 49, 2 (April): 149-164.

B. Structure, Strategy, and Inertia

Barnett, William and Glenn Carroll. (1995). "Modeling Internal Organizational Change." ARS 21: 217-236.

Sorensen, Jesper B. and Toby E. Stuart. (2000). "Aging, Obsolescence, and Organizational Innovation." ASQ 45, 1 (March): 81-112.

C. Growth/Decline

Barron, David. (1999). "The Structuring of Organizational Populations." ASR 64, 3(June): 421-445.

Biggart, Nicole W. (1977). "The Creative-Destructive Process of Organizational Change: The Case of the Post Office." ASQ 22 (September): 410-426.

Fligstein, Neil. (1985). "The Spread of the Multidivisional Form Among Large Firms, 1919-1979." ASR 50 (June): 377-391.

Hirsch, Paul. (1986). "From Ambushes to Golden Parachutes: Corporate Takeovers as an Instance of Cultural Framing and Institutional Integration." AJS 91 (January): 800-837.

McPherson, J. Miller. (1983). "The Ecology of Affiliation." ASR 48, 4 (August): 519-532.

Sutton, Robert I. and Anita L. Callahan. (1987). "The Stigma of Bankruptcy: Spoiled Organizational Image and Its Management." AMJ 30, 3 (September): 405-436.

V. Dissolution and Organizational Mistakes

A. Conceptualizing Selection Pressures

Burt, Ronald. (1992). Structural Holes: The Social Structure of Competition.

Freeman, John. (1982). "Organizational Life Cycles and Natural Selection Processes." Pp. 1-32 in Barry Staw and L. L. Cummings (eds.), Research in Organizational Behavior 4. Greenwich, CT: JAI Press.

B. Research Findings

Aldrich, Howard E., Udo Staber, Catherine Zimmer, and John Beggs. (1990). "Minimalism and Organizational Mortality: Patterns of Disbanding Among U.S. Trade Associations, 1900-1983." Pp. 21-52 in Jitendra Singh (ed.), Organizational Evolution. Beverly Hills, CA: Sage.

Carroll, Glenn. (1985). "Concentration and Specialization: Dynamics of Niche Width in Populations of Organizations." AJS 90, 6 (May): 1262-1283.

Carroll, Glenn and Yangchung Paul Huo. (1986). "Organizational Task and Institutional Environments in Ecological Perspective: Findings from the Local Newspaper Industry." AJS 91 (January): 838-873.

Hannan, Michael and John Henry Freeman. (1988). "The Ecology of Organizational Mortality: American Labor Unions, 1836-1985." AJS 94, 1 (July): 25-51.

Ruef, Martin. (2004). "The Demise of an Organizational Form: Emancipation and Plantation Agriculture in the American South, 1860-1880." AJS 109, 6 (May): 1365-1410.

C. Mutualism and Other Things

Barnett, William and Glenn R. Carroll. (1987). "Competition and Mutualism Among Early Telephone Companies." ASQ 32 (September): 400-421.

Ruef, Martin. (2002). "Unpacking the Liability of Aging: Towards a Socially-Embedded Account of Organizational Disbanding." Pp. 195-228 in Michael Lounsbury and Marc J. Vantresda (eds.) Research in the Sociology of Organizations, 19. JAI.

Sutton, Robert. (1987). "The Process of Organizational Death: Disbanding and Reconnecting." ASQ 32 (December): 542-569.

D. Organizational Pathologies

Perrow, Charles. (1999). Normal Accidents: Living with High-Risk Technologies. (revised edition)

Vaughan, Diane. (1999). "The Dark Side of Organizations: Mistakes, Misconduct, and Disaster." ARS 25: 271-305.

VI. Contemporary Literature: Work and Occupations

A. Theories of Work Structures and Markets I: Sociological and Economic Approaches

Biggart, Nicole. (1991). "Explaining Asian Economic Organization: Toward a Weberian Institutional Perspective." Theory and Society 20: 199-232.

England, Paula and George Farkas. (1988). "Economic and Sociological Views of Industries, Firms, and Jobs." Industries, Firms, and Jobs: Sociological and Economic Approaches, pp. 331-346. New York: Plenum.

Fligstein, Neil. 2001. The Architecture of Markets (Princeton, NJ: Princeton University Press)

*Gordon, David M. (1972). Theories of Poverty and Underemployment.

- Granovetter, Mark. (1985). "Economic Action and Social Structure: The Problem of Embeddedness." AJS 91: 481-510.
- Hirsch, Paul, Stuart Michaels, and Ray Friedman. 1987. "'Dirty Hands' versus 'Clean Models': Is Sociology in Danger of Being Seduced by Economics?" Theory and Society 16: 317-336.
- Kalleberg, Arne L. (1989). "Linking Macro and Micro Levels: Bringing the Workers Back Into the Sociology of Work." Social Forces 67: 582-592.
- Kalleberg, Arne L. and Ivar Berg. (1987). Work and Industry, pp. 1-41.
- Liker, Jeffrey K., Carol Haddad, and Jennifer Karlin. (1999). "Perspectives on Technology and Work Organization." ARS, 25: 575-596.
- Marsden, David. 1999. A Theory of Employment Systems. Oxford, UK: Oxford.
- Sabel, Charles. (1982). Work and Politics, pp. 1-30.
- Simpson, Ida Harper. (1989). "The Sociology of Work: Where Have the Workers Gone?" Social Forces, 67 : 563-581.
- Strauss, A., Fagerhaugh, S., Suczek, B., & Wiener, C. (1985). Social Organization of Medical Work. Chicago: University of Chicago Press, Chapter 10, pp. 238-296
- Williamson, Oliver. (1985). The Economic Institutions of Capitalism.
- Williamson, Oliver. (1988). "Economics and Sociology: Promoting a Dialog." Industries, Firms, and Jobs: Sociological and Economic Approaches, pp. 159-185. New York: Plenum.

B. Theories of Work Structures and Markets II: Multivariate Structural Approaches

- Baron, James and William Bielby. (1980). "Bringing the Firms Back In: Stratification, Segmentation, and the Organization of Work." ASR 45 (October): 737-765.
- Blauner, Robert. (1964). Alienation and Freedom, pp. 6-11.
- Browning, Harley and Joachim Singelmann. (1978). "The Transformation of the U.S. Labor Force: The Interaction of Industry and Occupation." Politics and Society 8, 3/4: 481-509.

Hodson, Randy. (1984). "Companies, Industries, and the Measurement of Economic Segmentation." ASR 49 (June): 335-348.

Hodson, Randy and Robert Kaufman. (1981). "Economic Dualism: A Critical Review." ASR 47: 727-739.

Kalleberg, Arne L. and Ivar Berg. (1987). Work and Industry, pp. 41-77, 88-113, and 179-221.

Kalleberg, Arne L., Michael Wallace, and Robert Althausen. (1981). "Economic Segmentation, Worker Power and Income Inequality." AJS 87 (November): 651-683.

Westhues, Kenneth. (1976). "Class and Organization as Paradigms in Social Science." The American Sociologist 11 (February): 38-49.

Wright, Erik Olin. (1980). "Class and Occupation." Theory and Society 9: 177-214.

C. The Labor Process: Theories of the Organization of Work

Appelbaum, Eileen and Rosemary Batt. (1994). The New American Workplace. Ithaca, NY: ILR Press.

Appelbaum, Eileen, Thomas Bailey, Peter Berg and Arne L. Kalleberg. 2000. Manufacturing Advantage: Why High-Performance Work Systems Pay Off. Ithaca, NY: Cornell University Press.

Form, William. (1987). "On the Degradation of Skills." In Ralph H. Turner and James F. Short, Jr. (eds.), ARS 13: 29-47.

Goldberg, Victor P. (1980). "Bridges Over Contested Terrain." Journal of Economic Behavior and Organization 1: 249-274.

Gordon, David M. (1976). "Capitalist Efficiency and Socialist Efficiency." Monthly Review 28: 19-39.

Guillen, Mauro. 1994. Models of Management: Work, Authority and Organization in Comparative Perspective. (Chicago: University of Chicago Press)

Hill, Stephen. (1981). Competition and Control at Work, pp. 16-44.

Littler, Craig. (1982). The Development of the Labour Process in Capitalist Societies, pp. 1-35.

Sabel, Charles. (1982). Work and Politics, pp. 127-145 and 167-193.

Spenner, Kenneth I. (1983). "Deciphering Prometheus: Temporal Change in the Skill Level of Work." ASR 48: 824-837.

D. Labor Market Segmentation

*Gordon, David M., Richard Edwards, and Michael Reich. (1982). Segmented Work, Divided Workers.

Althaus, Robert and Arne L. Kalleberg. (1981). "Firms, Occupations and the Structure of Labor Markets: A Conceptual Analysis." Pp. 119-149 in Ivar Berg (ed.), Sociological Perspectives on Labor Markets. New York: Academic Press.

Finlay, William. (1983). "One Occupation, Two Labor Markets: The Case of Longshore Crane Operators." ASR 48: 306-315.

Hakim, Catherine. (1990). "Care and Periphery in Employers' Workforce Strategies." WES 4: 157-188.

Kalleberg, Arne L. and James Lincoln. (1988). "The Structure of Earnings Inequality in the U.S. and Japan." AJS 94 (Supplement): S121-S153.

Kalleberg, Arne L., Barbara F. Reskin, and Ken Hudson. 2000. "Bad Jobs in America: Standard and Nonstandard Employment Relations and Job Quality in the United States." ASR 65:256-278.

Osterman, Paul. 1999. Securing Prosperity: The American Labor Market: How it has Changed and What to Do About it. Princeton, NJ: Princeton University Press.

Pollert, Anna. (1988). "'The Flexible Firm': Fixation or Fact?" WES 2: 281-316.

Stark, David. (1986). "Rethinking Internal Labor Markets: New Insights From a Comparative Perspective." ASR 51 (August): 492-504.

Weeden, Kim. (2002). "Why do Some Occupations Pay More?: Social Closure and Earnings Inequality in the United States." AJS 108: 55-101.

**E. Professions and Professionalism:
Analytical Approaches, Definitions, Models**

Bucher, Rue and Anselm Strauss. (1961). "Professions in Process." AJS 66: 325-334.
(The "process" approach.)

Freidson, Eliot. (1994). Professionalism Reborn. Chicago: University of Chicago Press.

Goode, William J. (1957). "Community Within a Community: The Professions." ASR 22: 194-200.
*(A functionalist statement.
Still frequently used as exemplar to denounce in antifunctionalist arguments.)*

Goode, William J. (1969). "Theoretical Limits of Professionalization." Pp. 266-313 in Amitai Etzioni (ed.), The Semi-Professions and Their Organization.

Leicht, Kevin T. and Mary L. Fennell. (1997). "The Changing Organizational Context of Professional Work." ARS, 23: 215-231.

Leicht, Kevin T. and Mary L. Fennell. 2001. Professional Work: A Sociological Approach (Malden, MA: Blackwell).

Hughes, E.C. (1971). The Sociological Eye: Selected Papers on Work, Self, & the Study of Society. Book Two-- Work, Self, and the Study of Society. Chicago: Aldine.Atherton. Chapters 28-30, 32, 34, and 39.

Ritzer, George and David Walczak. (1986). Working (3rd Edition): 59-94.
(Three approaches to the study of professions.)

Roth, Julius A. (1974). "Professionalism: The Sociologist's Decoy." Sociology of Work and Occupations 1: 6-23.
(A vigorous attack on some aspects of the functional approach.)

Saks, Mike. (1983). "Removing the Blinders? A Critique of Recent Contributions to the Sociology of Professions." Sociological Review 31 (New Series): 1-21.
(A defense of some functionalist ideas.)

F. Professional Autonomy and Control of Professional Work

Blau, Judith R. (1979). "Expertise and Power in Professional Organization." Sociology of Work and Occupations 6: 103-123.

Freidson, Eliot. (1984). "The Changing Nature of Professional Control." In Ralph H. Turner and James F. Short, Jr. (eds.), ARS 10: 1-20.

Jamous, H. and B. Peloille. (1970). "Changes in the French University-Hospital System." Pp. 109-152 in J.A. Jackson (ed.), Professions and Professionalization. Cambridge: Cambridge University Press.

Johnson, Terence J. (1972). Professions and Power, pp. 41-86.

Simpson, Richard L. (1985). "Social Control of Occupations and Work." In Ralph H. Turner and James F. Short, Jr. (eds.), ARS 11, 415-436.

Wilensky, Harold L. (1964). "The Professionalization of Everyone?" AJS 70: 137-158.

G. Changing Occupational Sectors: From Farm to Factory to Services

Foote, Nelson and Paul K. Hatt. (1953). "Social Mobility and Economic Advancement." American Economic Review 43: 364-378.

(The title is misleading. It is about sector shifts, not mobility.)

Singelmann, Joachim. (1978). "The Sectoral Transformation of the Labor Force in Seven Industrialized Countries." AJS 83: 1224-1234.

H. Employment Relations and Organizational Commitment

Baron, James N. (1988). "The Employment Relation as a Social Relation." Journal of the Japanese Interactive Economics 2: 492-525.

Cappelli, Peter. 1999. The New Deal at Work: Managing the Market-Driven Workforce. Boston, MA: Harvard Business School Press.

Halaby, Charles. (1986). "Worker Attachment and Workplace Authority." ASR 51 (October): 634-649.

Lincoln, James and Arne L. Kalleberg. (1985). "Work Organization and Workforce Commitment: A Study of Plants and Employees in the U.S. and Japan." ASR 50 (December): 738-760.

Lincoln, James and Arne L. Kalleberg. (1990). Culture, Control and Commitment.

Smith, Vicki. (1997). "New Forms of Work Organization." ARS, 23: 315-339.

Smith, Vicki. 2001. Crossing the Great Divide: Worker Risk and Opportunity in the New Economy. Ithaca, NY: ILR Press.

Rousseau, Denise M. and Judi McLean Parks. (1992). "The Contracts of Individuals and Organizations." Research in Organizational Behavior 15: 1-43. Greenwich, CT: JAI Press.

Walton, Richard E. (1985). "From Control to Commitment in the Workplace." Harvard Business Review, pp. 76-84.

I. Occupational Differentiation

Anderson, Margo. "(Only) White Men Have Class: Reflections on Early 19th Century Occupational Classification Systems." Work and Occupations 21: 5-32.

Form, William and Joan Huber. (1976). "Occupational Power." Pp. 751-806 (especially pp. 751-771 and 782-790) in Robert Dubin (ed.), Handbook of Work, Organization, and Society. Chicago: Rand McNally.

Spenner, Kenneth. (1980). "Occupational Characteristics and Classification Systems: New Uses of the Dictionary of Occupational Titles in Social Research." Sociological Methods and Research 9: 239-264.

Treiman, Donald. (1977). Occupational Prestige in Comparative Perspective, pp. 5-24 and 223-234.

Wallace, Michael and Arne L. Kalleberg. (1982). "Industrial Transformation and the Decline of Craft: The Decomposition of Skill in the Printing Industry, 1931-1978." ASR 47 (June): 307-324.

J. Occupational and Organizational Careers

Barnett, William P., James N. Baron and Toby E. Stuart. (2000). "Avenues of Attainment: Occupational Demography and Organizational Careers in the California Civil Service." AJS. 106: 88-144.

Baron, James N., Alison Davis-Blake, and William T. Bielby. (1986). "The Structure of Opportunity." ASQ 31: 248-273.

Carroll, Glenn and Karl Ulrich Mayer. (1986). "Job Shift Patterns in the Federal Republic of Germany: The Effects of Social Class, Industrial Sector and Organizational Size." ASR 51: 323-341.

Cappelli, P., Bassi, L., Katz, H., Knoke, D., Osterman, P., and Useem, M. (1997). Change at Work. New York: Oxford University Press.

Cole, Robert. (1979). Work, Mobility and Participation, pp. 92-120.

Haller, Max, Wolfgang Konig, Peter Krause, and Karin Kurz. (1985). "Patterns of Career Mobility and Structural Positions in Advanced Capitalist Societies: A Comparison of Men in Austria, France and the United States." ASR 50: 579-603.

Levine, D.I., Belman, D., Charness, G., Groshen, E.L., & O'Shaughnessy, K.C. (2002). How New is the "New Employment Contract"? Evidence from North American Pay Practices. Kalamazoo, MI: W.W. Upjohn Institute for Employment Research.

Spenner, Kenneth, Luther Otto, and Vaughn Call. (1982). Career Lines and Careers.

Waterman, Robert H. Jr., Judith A. Waterman, and Betsey A. Collard. (1994). "Toward a Career-Resilient Workforce." Harvard Business Review (July-August): 87-95.

K. Sex Differences in Work and Occupations

Blau, Francine and Marianne Ferber. (1985). "Women in the Labor Market: The Last Twenty Years." Women and Work: An Annual Review 1: 19-49. Beverly Hills: Sage.

Blau, Francine and Marianne Ferber. (1986). "Sex Differences in Other Countries: What Can We Learn from International Comparisons?" The Economics of Women, Men, and Work, pp. 303-340. Englewood Cliffs, NJ: Prentice-Hall.

Corcoran, Mary, Greg Duncan, and Michael Ponza. (1984). "Work Segregation, Job Segregation, and Wages." Pp. 171-191 in B. Reskin (ed.), Sex Segregation in the Workplace. Washington, DC: National Academy Press.

Reskin, Barbara (ed.). (1984). Sex Segregation in the Workplace: Trends, Explanations, Remedies (especially chapters by Bielby/Baron; Roos/Reskin; F. Blau; and Rosenfeld).

Reskin, Barbara and Heidi Hartman. (1986).

"Sex Segregation: Extent and Recent Trends" (pp. 18-36); and

"Explaining Sex Segregation in the Workplace" (pp. 37-82). Men's Work, Women's Work. Washington, DC: National Academy Press.

Reskin, Barbara F. and Patricia A. Roos. (1990). Gender Queues, Job Queues. Philadelphia: Temple University Press.

Rosenfeld, Rachel. (1980). "Race and Sex Differences in Career Dynamics." ASR 45 (August): 583-609.

Treiman, Donald and Patricia Roos. (1983). "Sex and Earnings in Industrial Society: A Nine-Nation Comparison." AJS 89: 612-650.

L. Work and Family

Bianchi, Suzanne M. Melissa A. Milkie, Liana C. Sayer, and John P. Robinson (2000). "Is Anyone Doing the Housework? Trends in the Gender Division of Household Labor." Social Forces. 79: 191-228.

Budig, Michelle J. and Paula England. (2001). "The Wage Penalty for Motherhood." ASR. 66: 204-225.

Glass, Jennifer. (2004). "Blessing or Curse? Work Family Policies and Mothers' Wage Growth." Work and Occupations. 31: 367-394.

Hochschild, Arlie. 1997. The Time Bind. New York: Henry Holt.

Jacobs, Jerry A. and Kathleen Gerson. (2001). "Overworked Individuals or Overworked Families?: Explaining Trends in Work, Leisure, and Family Time." Work and Occupations 44: 40-63

Weeden, Kim. (2005). "Is There a Flexiglass Ceiling? Flexible Work Arrangements and

Wages in the United States.” Social Science Research. 32: 454-482.

L. Meaning of Work and Job Satisfaction

Freeman, Richard B. and Joel Rogers. 1999. *What Workers Want*. NY: Russell Sage Foundation.

*Goldthorpe, John H., David Lockwood, Frank Bechhofer and Jennifer Platt. (1968). The Affluent Worker: Industrial Attitudes and Behavior.

*Gruenberg, Barry. (1980). "The Happy Worker: An Analysis of Educational and Occupational Differences in Determinants of Job Satisfaction." AJS 86: 247-271.

Kalleberg, Arne L. (1977). "Work Values and Job Rewards: A Theory of Job Satisfaction." ASR 42 (February): 124-143.

Kalleberg, Arne L. and Karyn Loscocco. (1983). "Aging, Values and Rewards: Explaining Age Differences in Job Satisfaction." ASR 48: 78-90.

Kalleberg, Arne L. and David Stark. (1993). "Career Strategies in Capitalism and Socialism." Social Forces 72: 181-198.

Kohn, Melvin and Carmi Schooler. (1983). Work and Personality: An Inquiry into the Impact of Social Stratification.

Mills, C. Wright. (1951). "Work." White Collar, pp. 215-238.

O'Brien, Gordon E. (1992). "Changing Meanings of Work." Pp. 44-66 in Jean F. Hartley and Geoffrey M. Stephenson (eds.), Employment Relations. Oxford: Blackwell.

Rousseau, Denise. (1978). "Characteristics of Departments, Positions, and Individuals: Contexts for Attitudes and Behavior." ASQ 23: 521-540.

M. Unions

Clawson, Dan and Mary Ann Clawson. (1999). "What Has Happened to the US Labor Movement? Union Decline & Renewal." ARS, 25: 95-119.

Cornfield, Daniel. (1991). "The U.S. Labor Movement." ARS 17: 27-49.

Edwards, Richard, Paolo Garonna, and Franz Todtling (eds.). (1986). "Introduction." Unions in Crisis and Beyond, pp. 1-13. Dover, MA: Auburn House.

Freeman, Richard and James Medoff. (1984). What Do Unions Do?, pp. 3-42 and 246-251. New York: Basic.

Goldthorpe, John H. (1984). "The End of Convergence: Corporatist and Dualist Tendencies in Modern Western Societies." Pp. 315-343 in John H. Goldthorpe (ed.), Order and Conflict in Contemporary Capitalism. Oxford: Oxford University Press.

N. Job Creation: De-Industrialization and Internationalization of Production

Alderson, Arthur. (1997). "Globalization and Deindustrialization: Direct Investment and the Decline of Manufacturing Employment in 17 OECD Nations." Journal of World Systems Research. 3: 1-34.

Aronowitz, S., & DiFazio, W. (1994). The Jobless Future: Sci-Tech and the Dogma of Work. Minneapolis: The University of Minnesota Press.

Alderson, Arthur. (1999). "Explaining Deindustrialization: Globalization, Failure, or Success?" ASR 66: 606-631.

Castells, M. (2000). The Rise of the Network Society, Volume 1 of The Information Age: Economy, Society and Culture. Second Edition. Oxford, UK: Blackwell.

Piore, Michael and Charles Sabel. (1984). The Second Industrial Divide: Possibilities for Prosperity (especially pp. 3-18 and 251-308).

Reich, Robert. (1983). The Next American Frontier.

O. The Changing Labor Force

Barker, Kathleen and Kathleen Christensen. 1998. Contingent Work: American Employment Relations in Transition. Ithaca: ILR Press.

Kalleberg, Arne L. 2000. "Nonstandard Employment Relations: Part-time, Temporary, and Contract Work." Annual Review of Sociology 26:341-365.

Kalleberg, Arne L. 2001. "Evolving Employment Relations." In Ivar Berg and Arne L. Kalleberg (editors), Sourcebook on Labor Markets: Evolving Structures and Processes (New York: Kluwer/Plenum), In press.

Pfeffer, Jeffrey and James N. Baron. (1988). "Taking the Workers Back Out: Recent Trends in the Structuring of Employment." Research and Organizational Behavior 10: 257-303.

VII. Preparing Yourself for the Exam

1. We expect you to know the major journals in the field of organizations and occupations, and to know something about the current issues in these fields. The best way to prepare yourself is to review the past five (5) years of articles in the major journals.

The journals we expect you to read are:

Administrative Science Quarterly
Work and Occupations
American Journal of Sociology
American Sociological Review
Social Forces
Annual Review of Sociology

2. The Examining Committee will assume that you have taken the Department's two (2) seminars in this field: Sociology 245 and 246.