



# Faculty of LABOUR SCIENCES

## 2026-2027

### DEGREE ON LABOUR RELATIONS AND HUMAN RESOURCES

#### Course Data

Name (in Spanish):

SOCIOLOGÍA DEL TRABAJO Y DE LAS ORGANIZACIONES

Name (in English):

**SOCIOLOGY OF WORK & ORGANIZATIONS**

Code:

515109205

Type (Foundational / Obligatory / Elective):

OBLIGATORY

Hours:

|                   | Total | In class | Out class |
|-------------------|-------|----------|-----------|
| Time distribution | 150   | 45       | 105       |

ECTS:

| Standard group | Small groups |     |           |                    |
|----------------|--------------|-----|-----------|--------------------|
|                | Classroom    | Lab | Practices | Computer classroom |
| 4,8            |              |     | 1,2       |                    |

Department:

SOCIOLOGY AND SOCIAL WORK

Knowledge area:

SOCIOLOGY

Year in the degree:

2º

Semester (1<sup>st</sup> / 2<sup>nd</sup> / Annual)

1<sup>ST</sup>

#### TEACHING STAFF

Name(s) and last names:

MARIA ANGELS ESCRIVA CHORDA

E-mail:

angeles.escriva@dstso.uhu.es

Telephone

959 21 95 72

Additional Data (Level of English required: **B2**)

**CLASSES****12 sessions (4 hours each) From September – To December**

| Monday | Tuesday                   | Wednesday | Thursday | Friday |
|--------|---------------------------|-----------|----------|--------|
|        | Faculty of Labour Studies |           |          |        |
|        | 15:00-19:00 hs            |           |          |        |

**OFFICE HOURS:**

| Monday         | Tuesday        | Wednesday | Thursday | Friday |
|----------------|----------------|-----------|----------|--------|
|                | 11:00-14:00 hs |           |          |        |
| 17:00-20:00 hs |                |           |          |        |

**SPECIFIC INFORMATION OF THE COURSE****1. Contents description:****1.1 In English (please, be brief, if possible no more than three lines):**

Theories and concepts in the sociology of work and organizations.  
 The social organization of work. From employment as a social norm to flexible employment.  
 The labour market: companies, states and other social actors.  
 From employment to unemployment.  
 Labour participation and work conditions of different social groups.  
 Technology, ecology & society, and the future of work.

**1.2 In Spanish:**

El concepto de trabajo. Modernidad y sociedad industrial: el modelo de trabajo asalariado. Las relaciones sociales de trabajo. Identidad social del trabajo. La división social del trabajo. División técnica del trabajo. División sexual del trabajo: trabajo productivo y reproductivo. División internacional del trabajo: globalización y nuevas formas de división del trabajo. Mercado de trabajo y empleo. Las transformaciones de la empresa: reorganización de la producción y flexibilidad. Las transformaciones de las relaciones laborales y gestión laboral.

**2. Background:****2.1 Situation within the Degree: (year in the degree / semester)**

2nd course, 1st semester. This subject strengthens the contents taught in the subject "Sociology and Social Research Techniques" and complements those taught in "Psychology of Work and Organizations" and "Work Organization", while paving the way for subjects such as "Social and Labour Policies" and "Economics of Labour Markets". It is also a fundamental subject in order to study in the fourth year the optional subject "Work and Gender".

**2.2 Recommendations**

English language requirement: **B2**

**3. Objectives (as result of teaching, or skills or abilities and knowledge):****GENERAL OBJECTIVES**

- Capacity to understand the factors that structure social inequalities in the world of labour.
- Capacity to select and manage labour information and reports.
- Capacity to communicate by speaking and writing using the appropriate terms and techniques.
- Capacity to make analyses and diagnosis that may be of good use to policy making.

Therefore, the course covers two objectives, a theoretical and a practical.

**SPECIFIC OBJECTIVES**

## 4. Competences to be acquired

### 4.1 Specific Competences:

HD09: Transmit and communicate in writing and orally using the terminology and proper techniques.

HD11: Select and manage labour information and documentation.

HD13: Carry out analyses and diagnoses, provide support and make decisions regarding organizational structure, work organization, methods and working time studies.

C14: Master the knowledge of sociology and social research techniques (SRT).

### 4.2 General, Basic or Transversal Competences:

HD03: Develop a critical attitude, being able to analyse and synthesize.

HD04: Apply critical and self-critical reasoning.

HD14: Develop an attitude of inquiry that permanently enables to review and deepen in the knowledge.

COM12: Promote, respect and safeguard human rights, democratic values, social equality and environmental sustainability, without discrimination based on birth, race, sex, religion, opinion or other personal or social circumstances.

COM17: Apply knowledge to practice in various fields of action.

## 5. Training Activities and Teaching Methods

### 5.1 Training Activities:

- Lectures: Lessons given by the teacher to the big group can have different formats (theory, general problems and/or examples, general guidelines of the subject). The teacher has the support of audio-visual and computer media.
- Supervision in small groups: Clarification of doubts about theory, problems, exercises, programs, readings or other tasks, including support to presentations, debates or commentaries committed to students.
- Individual or group autonomous study.
- Writing of exercises, conclusions or other works.
- Recommended readings, library activities or similar.
- Preparation of oral presentations, debates or similar.
- Activities outdoors: exhibitions, visits or other recommended activities.

### 5.2 Teaching Methods:

- Theoretical academic sessions.
- Practical academic sessions.
- Group explanations and debates in class.
- Visits and excursions.
- Specialized supervision.
- Tests on mandatory readings.

### 5.3 Development and Justification:

Sessions will be conducted by the teacher, who will introduce and explain the main aspects of every theme. A selection of readings will be made available to students that are expected to read the texts in advanced. Depending on the number of students, the teacher may ask them to prepare and present specific parts of the programme. In order to follow the classes, it is necessary that students bring the texts with them, in paper and/or in electronic format (in a tablet or lap top) to the classroom. In addition to the theoretical sessions, some sessions for discussion of study cases and empirical data will be organized.

## 6. Detailed Contents

1. Past, present and future of work and employment.
2. The industrial society as object of study.
3. Work organization and conditions in the first and second industrial revolutions.
  - 3.1. Division, mechanization and control.
  - 3.2. Power, conflict and negotiation.
  - 3.3. Position of women.
4. Technology, market, state, and changes in the social organization of work.
  - 4.1. Fordism.
  - 4.2. Neo and post-fordisms.
  - 4.3. Technology, emotions, and changes in the pro- and re-productive female work.
5. Subjective experiences of employment and un/under/over-employment.
6. Work and leisure.
7. Socio-Ecological challenges and the future of work.

## 7. Bibliography

### 7.1 Basic Bibliography:

1. A provocation (Frayne, 2015)
2. Industrial Work: Fordism, Neo-Fordism and Post-Fordism (Edgell & Granter, 2019)  
Technology, societal change, and artificial intelligence (Bratton & Steele, 2025)
3. Service Work: Fordism, Neo-Fordism and Post-Fordism (Edgell & Granter, 2019)
4. Gender chasms in the new economy (Sweet & Meiksins, 2013)
5. Non-standard work (Edgell & Granter, 2019)
6. Out of work: unemployment (Edgell & Granter, 2019)

#### Recommended readings:

- 7-Suzman, J. (2020) *Work. A history of how we spend our time*. Bloomsbury publishing.
- 8-Gent, C. (2024) *Cyberboss. The rise of algorithmic management and the new struggle for control at work*. London: Verso.
- 9-Bratton, J. & Steele, L. (2025) *Artificial intelligence & work. Transforming work, organisations, and society in an age of insecurity*. London: Sage.

### 7.2 Additional Bibliography:

#### Handbooks:

- Edgell, S., Granter, E. (2019) *The Sociology of Work: continuity and change in paid and unpaid work*. 3<sup>rd</sup> edition. London: Sage.
- Edgell, S., Granter, E. & Gottfried, H. (eds.) (2015) *The Sage Handbook of the Sociology of Work and Employment*. Thousand Oaks: Sage.
- Grint, K. (2009) *The Sociology of Work*. Cambridge: Polity press.
- Handel, M. (2003) *The Sociology of Organizations. Classic, contemporary, and critical readings*. Thousand Oaks: Sage.
- Hass, J. (2007) *Economic sociology: an introduction*. London and New York: Routledge.
- Rees, C. et alii (2025) *Handbook on the Sociology of Work*. Edward Elgar publishing.
- Strangleman, T. and T. Warren (2008) *Work and society. Sociological approaches, themes and methods*. New York: Routledge.
- Sweet, S. and P. Meiksins (2013) *Changing contours of work. Jobs and opportunities in the new economy*. Thousand Oaks: Sage.

Volti, R. (2008) An introduction to the sociology of work and occupations. Thousand Oaks: Pine Forge press.

Watson, T. (2008) Sociology, Work and Industry. Fifth Edition. Abingdon, New York: Routledge.

On the future of work:

Avent, R. (2016) The Wealth of Humans. Work, power and status in the twenty-first century. St Martin ' s press.

Frayne, D. (2015) The Refusal of Work. The theory & practice of resistance to work. London: Zed books.

Raworth, K. (2017) Doughnut Economics. Seven ways to think like a 21st-century economist. Cornerstone.

Rifkin, J. (2014) The Zero Marginal Cost Society. The Internet of things, the collaborative commons, and the eclipse of capitalism. Palgrave Macmillan.

Susskind, Richard and David (2015) The Future of Professions. How technology will transform the work of human experts. Oxford: Oxford University press.

Suzman, J. (2020) Work. A history of how we spend our time. Bloomsbury publishing.

Trentmann, F. (2017) Empire of Things. How we became a world of consumers, from the fifteenth century to the twenty-first. Penguin Random House.

Journals:

- Gender, work, and organization
- Work and occupations
- Work, employment, and society
- Labor studies journal
- Research in the sociology of organizations

## 8.1 Evaluation System:

### IN GENERAL:

#### UHU REGULATION SYSTEM:

UHU regulation system allows the possibility for students to opt for a single final evaluation, where they will be examined on all the course content through a theoretical and/or practical exam. To choose this option, students must inform the responsible professor of the subject within the first two weeks of the course or within two weeks after enrolling if it occurs after the start of the course. The communication should be done following the procedure indicated by the professor, and the receipt of the request must be explicitly acknowledged. This implies a clear waiver of continuous assessment, with no possibility for the student to switch evaluation systems.

#### GRADING SYSTEM:

The grading system used in the subject complies with the provisions of Article 5 of Royal Decree 1125/2003, of September 5, which establishes the European credit system and the grading system for official university degrees with national validity. The grades obtained by the student in each subject of the study plan will be graded according to the following numerical scale from 0 to 10, with one decimal place, and may be accompanied by the corresponding qualitative grade: 0.0 to 4.9: Fail (F) 5.0 to 6.9: Pass (P) 7.0 to 8.9: Good (G) 9.0 to 10: Outstanding (O) The distinction "Honors" may be awarded to students who have obtained a grade equal to or higher than 9.0. The number of students receiving this distinction cannot exceed 5% of the enrolled students in a subject during the academic year, unless the number of enrolled students is less than 20, in which case only one "Honors" distinction may be awarded. If the faculty decides to grant this distinction and the number of candidates exceeds the allowed maximum, it will be awarded to the student(s) with the highest final grade (provided it is above 9). In case of a tie in the final grade, an additional test will be administered.

### SPECIFIC:

#### **OPTION A. Continuous assessment**

Weekly attendance is mandatory.

#### **OPTION B. Final assessment**

Attendance is not mandatory. Students prepare the exam on their own.

## 8.2 Assessment Criteria and Marks:

### 8.2.1 Examinations Call I - December 2026 & January 2027

## OPTION A. Continuous assessment

### COMPULSORY:

- A written exam (30-50%)

A minimum of “5/10” points are required in order to pass the theoretical exam.

The test will consist on answering to a number of short (15 lines) or/and multiple-choice questions.

Exam dates: **December, Tuesday 15, 2026**

### Other activities:

1- Responding to questions in the classroom (highly recommended)

- If the student obtains a majority of positive points, final mark increases in 1 point.

Periodically students in the classroom will be asked to answer to selected questions in a paper, having their readings with them. This will help them to fix the content of the sessions and to exercise for the final examination.

2 - Preparation and exposition of readings and case studies in the classroom (30%-50% of the final mark)

This activity will require a series of follow-up sessions with the teacher.

3- Outdoors (i.e. fieldwork trip) and out of the class activities (20% of the final mark)

Preparation and assessment

4- Portfolio (up to 10% of the final mark)

Compilation of student work assembled for the purpose of evaluating academic achievement.

Portfolios can be a physical or digital collection of student work. The digital may include presentations that offer the same documents and achievements as physical portfolios, but that may also incorporate additional content such as student-created videos, multimedia presentations, spreadsheets, websites, photographs, or other digital artefacts of learning. Students may be requested to present their portfolios publicly.

\*Attendance, quality participation and responsible behaviour in the classroom and at office hours may be considered with a value of 0.5 points in the final grade. On the contrary, negligence in the previous and in bringing the assigned readings to the corresponding session may be penalized with 0.25 points or more, if the student persists in the attitude.

\*\* The rules, recommendations, protocols, etc. approved by the University of Huelva in relation to the use of Artificial Intelligence will be applied.

## OPTION B. Final assessment

Exam: readings

### 8.2.2 Examinations Call II - July 2027

-A written exam (70%),

a minimum of “5/10” points are required in order to pass the theoretical part of the exam.

The test will consist on answering to a number of short (15 lines) or/and multiple-choice questions based on the compulsory readings 1 to 6.

-A practical part (30%) based on one of the recommended readings this term (i.e. Suzman, Gent or other).

### 8.2.3 Examinations Call III - October 2027

-A written exam (70%),

a minimum of “5/10” points are required in order to pass the theoretical part of the exam.

The test will consist on answering to a number of short (15 lines) or/and multiple-choice questions based on the compulsory readings 1 to 6.

-A practical part (30%) based on one of the recommended readings this term (Suzman or Gent).

#### 8.2.4 Extraordinary Call

Not applicable

#### 8.3 Single Final Evaluation:

The same as Option B.