



The Hebrew University of Jerusalem

Syllabus

GENDER ETHNICITY AND CLASS IN ORG. - PART 1 - 53876

Last update 22-09-2013

HU Credits: 2

Degree/Cycle: 2nd degree (Master)

Responsible Department: Sociology and Anthropology

Academic year: 0

Semester: 1st Semester

Teaching Languages: Hebrew

Campus: Mt. Scopus

Course/Module Coordinator: michal Frenkel

Coordinator Email: michal.frenkel1@mail.huji.ac.il

Coordinator Office Hours: Tuesday 2-3 PM

Teaching Staff:

Dr. Michal Frenkel

Course/Module description:

The course deals with the complex and multiple ways in which different social identities and inequalities are developed and reproduced within organizations and through organizational and management discourse. Gender, Ethnicity, Race, National and Class differences would be considered using a variety of mainstream and critical theoretical lens.

The practical implications of these theories, in terms of intervention in order to reduce inequality and allow for better integration of different groups within the organization, would also be discussed.

Course/Module aims:

Understanding theories and approaches to inequality in Organizations and the relations between different groups within the organization
developing a critical approach towards organizational theory and managerial models and practices.

Learning outcomes - On successful completion of this module, students should be able to:

Read, understand, analyze and intervene in organizational texts and situations from the point of view of these texts and situations; effects on inequality and identity in organizations.

Developing a research agenda in this field, including a specific research proposal.

Attendance requirements(%):

100

Teaching arrangement and method of instruction: reading based discussions

Course/Module Content:

1. Introduction - Identity and Stratification in Organizations.
2. Feminist approaches to the study of organizations and management.
3. Organization characteristics and gender inequality.
4. Gender Identities in Organizations.
5. Work and Family.
6. Control and Harassment in Organizations.

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7. Feminist Consultancy
 8. Ethnicity, Nationality and Race in Organizations
 9. The Multicultural Organization.
 - !0. A critical approach to multiculturalism and diversity management.
 11. The Production of Class in Organization.
 12. Intersectionality.
 13. Introducing Course Assignments.

Required Reading:

נושא 1: רקע - זהות, ריבוד וארגונים

Marini, M. M. (1989). "Sex Differences in Earnings in the United States." *Annual Review of Sociology* 15: 343-380. Electronic journal

Alvesson, M. (2009). "Chapter 1 - The many faces of gender and organization" in his *Understanding gender and organizations*. Thousand Oaks, CA, SAGE Publications. HM 791 A48 1997

נושא 2: גישות פמיניסטיות לחקר ארגונים

Calas, M., & Smircich, L. 1996. *From the Women's Point of View: Feminist Approach to Organization Studies*. In S. Clegg, C. Hardy, & W. R. Nord (Eds.), *Handbook of organization studies*: 218-257. London; Thousand Oaks: Sage Publications. Ereserve 000525728

Or

Calas, M., & Smircich, L. 2006. *From the 'woman's point of view', ten years later: towards a feminist organization studies*. In S. Clegg (Ed.), *The Sage handbook of organization studies*, 2nd ed.: 284-346. London ; Thousand Oaks, Calif.: Sage Publications. HD 31 H31257 2006

Ely, R. J., & Meyerson, D. E. 2000. *Theories of gender in organizations: a new approach to organizational behavior*. *Research in Organizational Behavior*, 22: 103-151. ereserve 000525049

מגדר בארגונים ובתיאוריה הארגונית

Acker, J. 1990. *Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations*. *Gender & Society*, 4(2): 139-158. Electronic journal

ברקוביץ, ניצה. 2007. "נשים וגברים של הארגון" רוזבת קאנטר וייצור הנשיות והגבריות באמצעות ארגון העבודה. עמ' 119-189 ; בתוך ינאי ואחרות (עורכות) דרכים לחשיבה פמיניסטית. תל-

אביב: האוניברסיטה הפתוחה. 000531936 Ereserve

Kanter, R. 1981. *Women and structure of organizations: Explanation in theory and behavior*. In A. Miller George, & O. Grusky (Eds.), *The Sociology of organizations: basic studies*, 2nd ed.: 395-424. New York: Free Press; London: Collier Macmillan.
Ereserve 000528103

Collinson, D. L. and J. Hearn (2003). *Breaking the Silence: On men, masculinity and managements*. Reader in gender, work, and organization online (google)

נושא 3: מאפיינים ארגוניים ואי שיוויון מגדרי

גודל

Cohen, L. E., Broschak, J. P., & Haveman, H. A. 1998. *And Then There Were More? The Effect of Organizational Sex Composition on the Hiring and Promotion of Managers*. *American Sociological Review*, 63(5): 711-727.
Electronic journal

רשתות חברתיות

McPherson, M., L. Smith-Lovin, et al. (2001). "Birds of a feather: Homophily in social networks." *Annual Review of Sociology* 27: 415-444. Electronic journal

Ibarra, H. 1992. *Homophily and Differential Returns: Sex Differences in Network Structure and Access in an Advertising Firm*. *Administrative Science Quarterly*, 37(3): 422-426 pages. Electronic journal

Smith-Lovin, Lynn and Miller McPherson. 1993. "You Are Who You Know: A Network Approach to Gender." Pp. 223-251 in *Theory on Gender, Feminism on Theory*, Paula England, editor. New York: Aldine de Gruyter.
סוג העיסוק

England, Paula. 1992. *Comparable Worth: Theories and Evidence*. New York: Aldine de Gruyter. Ch. 1 and 7

Weeden, Kim. 2002. "Why Do Some Occupations Pay More Than Others? Social Closure and Earnings Inequality In The United States." *American Journal of Sociology* 108: 55-101.

Glenn, Evelyn Nakano. 1992 "From Servitude to Service Work: historical continuity in the racial division of paid reproductive labor." *Signs* 18(1):1-43.

נושא 4: זהות מגדרית בארגונים

West, C., & Zimmerman, D. H. 1987. *Doing Gender*. *Gender & Society*, 1(2):

125-151. *Electronic journal*

Ely, R. J. 1995. *The power of demography: Women's social constructions of gender identity at work*. *Academy of Management Journal*, 38(3): 589-635.

Electronic journal

נושא 5: עבודה ומשפחה בארגונים

Williams, J. 2000. "Introduction". *Unbending gender: why family and work conflict and what to do about it*. Oxford ; New York: Oxford University Press. HD 4904.25 W55

בחירה של 2 מתוך הבאים:

Correll, Shelley J, Stephen Benard, and In Paik. 2007. "Getting a job: Is there a motherhood penalty?" *American Journal of Sociology* 112: 1297-1338. *Electronic journal*

Glass, J. 2000. *Envisioning the Integration of Family and Work: Toward a Kinder, Gentler Workplace*. *Contemporary Sociology*, 29(1): 129-143. *Electronic journal*

Glass, J. 2004. *Blessing of course: work-family policies and mothers' wage growth over time*. *Work and Occupations*, 31(367-394). *Electronic journal*

Kalev, A., E. Kelly, et al. (2006). "Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies." *American Sociological Review* 71(4): 589-617. *Electronic journal*

Frenkel, M. 2008. *Reprogramming Femininity? The Construction of Gender Identities in the Israeli High-tech Industry between Global and Local Gender Orders*. *Gender, Work and Organization*. vol. 15, no. 4, pp. 352-374, July 2008
Electronic journal

Cooper, M. 2000. *Being the "go-to-guy": Fatherhood, masculinity, and the organization of work in the Silicon-Valley*. *Qualitative Sociology*, 23(4): 379-405.
Electronic journal

נושא 6: שליטה והטרדה על בסיס מגדרי

קמיר, אורית. 1998. "איזו מין הטרדה? – האם הטרדה מינית היא אפליה אסורה, או פגיעה בכבוד האדם ובחירותו?", כ"ט משפטים 317 – 388. כתבי עת בקומה 2 תיתכן החלפה בטקסט חדש ורחב יותר.

Hochschild Arlie (2003) "Feeling Management: From Private to Commercial Uses". Pp. 89-136 in her *The Managed Heart* (2Pnd Edition). Berkeley, CA: University of California Press. BF 531 H62

נושא 7: יעוץ ארגוני פמיניסטי

Rapoport, R. 2002. *Beyond work-family balance : advancing gender equity and workplace performance* (1st ed.). San Francisco, CA: Jossey-Bass. HD 6060.5 U5 B49

2002

Martin, J., Knopoff, K., & Beckman, C. 1998. An alternative to bureaucratic impersonality and emotional labor: Bounded emotionality at The Body Shop. *Administrative Science Quarterly*, 43(2): 429-469 441 pages. Electronic journal

Ely, R. J., & Meyerson, D. E. 1999. Moving from gender to diversity in organizational diagnosis and intervention. *Diversity Factor*, 7(3): 28-33.

נושא 8: אתניות, לאום וגזע בארגונים

Moss, P. I., & Tilly, C. 2001. *Stories employers tell: race, skill, and hiring in America*. New York: Russell Sage Foundation. HF 5549.5 C35 M674 2001

Ibarra, H. 1995. Race, opportunity, and diversity of social circles in managerial networks. *Academy of Management Journal*, 38(3): 673-702. electronic journal

Grodsky, E. and D. Pager (2001). "The Structure of Disadvantage: Individual and Occupational Determinants of the Black-White Wage Gap." *American Sociological Review* 66(4): 542-567. electronic journal

Jackson, S. E., A. Joshi, et al. (2003). "Recent research on team and organizational diversity: SWOT analysis and implications." *Journal of Management* 29(6): 801-830. electronic journal

דר, אסף (2009) "פלסטינים ויהודים בעבודה: על הסוציולוגיה של פרקטיקות עבודה בישראל ועל תרומתה להבנת הקונפליקט", סוציולוגיה ישראלית, יא; 287-306 (2).
כתבי עת בקומה 2

Ailon, G. and G. Kunda (2009). "The One-Company Approach: Transnationalism in an Israeli-Palestinian Subsidiary of a Multinational Corporation." *Organization Studies* 30(7): 693-712. electronic journal

נושא 9: הארגון הרב-תרבותי

Fine, M. (2003). *Building Successful Multicultural Organization: Challenge and Opportunities*. Reader in gender, work, and organization. R. J. Ely, M. Scully, E. Foldy and Simmons College (Boston Mass.). Center for Gender in Organizations. Malden, MA, USA, Blackwell Pub.: 309. HD 6060.6 R425 2003

Ely, R. J. and D. A. Thomas (2001). "Cultural diversity at work: The effects of diversity perspectives on work group processes and outcomes." *Administrative Science Quarterly* 46(2): 229-273 45 pages. ereserve 000528274

נושא 10: ביקורת הדיון באתניות וגזע בתיאוריה הארגונית

Nkomo, S. M. (1992). "The Emperor Has No Clothes: Rewriting 'Race' in Organizations." *The Academy of Management Review* 17(3): 487-514. electronic journal

Lorbiecki, A., & Jack, G. 2000. *Critical turns in the evolution of diversity management*. *British Journal of Management*, 11: S17-S31. electronic journal

Prasad, P. 2003. *The Return of the native: Organizational discourse and the legacy of ethnographic imagination*. In A. Prasad (Ed.), *Postcolonial theory and organizational analysis: a critical engagement*, 1st ed.: 149-170. New York: Palgrave Macmillan. On order

Frenkel, M. 2008. *The MNC as a third space: Rethinking international management discourse on knowledge transfer through Homi Bhabha*. *Academy of Management Review*, 33(4): electronic journal

נושא 11: מעמד בארגונים

Edwards, R. 1979. *Contested terrain: the transformation of the workplace in the twentieth century*. New York: Basic Books. HD 6957 U6 E35

Rose, N. S. 1990. *Governing the soul: the shaping of the private self*. London ; New York: Routledge. BF 636 R59

Alvesson, M., & Willmott, H. 2002. *Identity regulation as organizational control: Producing the appropriate individual*. *The Journal of Management Studies*, 39(5): 619-644. electronic journal

נושא 12: אינטרסקטיונליטי

Hancock, Ange-Marie. 2007. "When Multiplication Doesn't Equal Quick Addition: Examining Intersectionality as a Research Paradigm." *Perspectives on Politics* 5 (01): 63-79.

Purkayastha, Bandana. 2012. "Intersectionality in a Transnational World." *Gender & Society* 26 (1) (February 1): 55-66

Additional Reading Material:
none

Course/Module evaluation:

End of year written/oral examination 0 %
Presentation 0 %
Participation in Tutorials 20 %
Project work 50 %
Assignments 0 %
Reports 30 %
Research project 0 %
Quizzes 0 %
Other 0 %

Additional information:
none