

Class Information

- Meeting:** Wednesdays and Fridays 2:10 – 3:25 PM in Masters Hall 117
- Email:** abrawley@gettysburg.edu
- Office and hours:** 412 Glatfelter Hall, Mondays and Wednesdays 11 AM – 12:30 PM, and by appointment

Required Materials & Tools

Required readings: Required readings will be made available to you and/or accessible via Musselman Library. Given the very current nature of the course content, the required readings for this class will be subject to modification as new materials emerge.

Course communication: Check your College email and Moodle regularly.

Course Goals

Organization & management studies (OMS) applies research related to human resource issues in work organizations. However, these are not static issues: organizations are continually changing. Workers have vastly different work experiences now than they did in the past, and organizations operate differently than they have in the past. When you hail an Uber, is that driver “working”? Or are they just sharing their ride to a destination?

In this course, we’ll explore not only how the face of work is changing (and will continue to), but also how we as managers and critical scholars (or just as people with jobs!) can make the future of work as good as possible. This class is designed to challenge you to develop critical thinking skills specifically for what you know from OMS, how that knowledge can be best applied to jobs now, and to the changes that will continue after you finish this class.

A second theme you’ll notice repeating in our class is that OMS cannot function in a “bubble” all by itself. Instead, we have to consider other and broader issues, like technology, economics, labor statistics, law, and social justice. At first glance, taxes or internet accessibility might not seem like they are important topics to OMS... we’ll learn that they indeed are.

Because of the topics we will cover, this course satisfies both the Organizations and Society (OS) track and Intraorganizational Dynamics (IOD) track capstone requirement. Our OS emphasis will include, for example, changes to the labor market as a result of the gig economy. Our IOD emphasis will include discussing changes to the nature of work itself.

You can expect the following outcomes of your work in this course.

1. You’ll learn about many of the major current trends affecting the nature of work itself.
2. You’ll learn about where OMS fits in the bigger picture of the world of work and where it intersects with other fields.
3. You’ll practice writing quality reports and presenting to your peers both formally and informally.
4. You’ll learn how to evaluate a variety of resources relevant to OMS, including nontraditional resources.
5. You’ll practice applying OMS knowledge to real issues happening right now in the workforce.

Course Requirements

Assignment	Points Each	#	Total Points (% of Grade)
Participation			
Class participation	2	× 20	40 (16%)
Participation prep assignments	1	× 20	20 (8%)
Mini-presentations	2	× 2	4 (2%)
Exams			
Midterm exam	20	× 1	20 (8%)
Cumulative final exam	30	× 1	30 (12%)
Literature review			
Topic submission	1	× 1	1 (0.4%)
Annotated bibliography	15	× 1	15 (6%)

Complete literature review paper	35	× 1	35 (14%)
Empirical or theoretical paper			
Proposal	10	× 1	10 (4%)
Polished draft	20	× 1	20 (8%)
Paper reviews	4	× 2	8 (3%)
Presentation	5	× 1	5 (2%)
Complete report	40	× 1	40 (16%)
Presentation reviews	2	× 1	2 (1%)

Total possible points: 250

Grade	%	B	82.5 – 87.4%	D+	67.5 – 69.9%
A	92.5%+ (of 250 points)	B-	80 – 82.4%	D	62.5 – 67.4%
A-	90 – 92.4%	C+	77.5 – 79.9%	D-	60 – 62.4%
B+	87.5 – 89.9%	C	72.5 – 77.4%	F	0 – 59.9%
		C-	70 – 72.4%		

Grades will be provided to you on an ongoing basis via Moodle. Address concerns early. Any concerns about specific grades should be addressed within one week of the grades being posted on Moodle.

Class participation: Participation will be graded on all non-exam dates in various formats, tailored the course materials. You must be in class to earn participation credit – see info below on class attendance. You’ll be informed about how participation will be graded each day, but in general:

- **full participation credit** will be awarded to students who come to class prepared; contribute readily to the conversation or activity without dominating it; make thoughtful, “on point” contributions; show interest in and respect for others’ views; participate actively in small groups; and push discussions to a “deeper” level of analysis.
- **reduced participation credit** will be awarded to students who come to class prepared and make thoughtful comments or contributions when called upon; show interest in and respect for others’ views; and participate actively in small groups. These students show interest in the discussion or activity, and listen attentively, but passively.
- **further reduced – or even “0” – participation credit** will be awarded to students who miss class (or a key part by arriving late or leaving early), show evidence of minimal preparation, provide incorrect, irrelevant, or inappropriate answers to questions and avoid or are distracted from participation altogether (e.g., by technology).

Participation prep assignments: In order to prepare for high quality class sessions, you’ll complete brief preparatory assignments (typically about 1 page long, where any heading material such as your name doesn’t count towards length). Formats vary depending on our class goals for the day, but generally you’ll be asked to engage with the required readings and other materials prior to our class meeting. Hard copies must be turned in during class on the due date.

Mini-presentations: Twice during the semester, you will deliver a brief solo presentation – about 5 minutes, plus any Q&A – about (1) a particular gig work platform or setup and (2) about a current issue (e.g., a recent news article) of your choosing that is relevant to the changing nature of work. Everyone will deliver mini-presentation #1 on the same scheduled date. Mini-presentation #2’s will be scheduled to occur intermittently throughout the semester.

Exams: Exams will be based on the readings, lectures, and in-class discussions and activities (in short, everything will be fair game). Exams will vary in format and may include multiple choice, short answer, true or false, matching, and essay items.

Literature review paper and theoretical/empirical paper: Due dates for each part of these papers are listed in the schedule, and details will be provided. All students will complete a literature review on a topic of their choosing, as well as a separate second project that is either empirical or theoretical. This second project may build on your literature review, or be a new topic. Topic selection is generally open but must relate to the changing nature of work and/or the changing nature of OMS.

Other Important Policies & Information

Attendance: You are responsible (whether present or not) for all material covered in class, including any announcements, and you’ll need to be in class for the opportunity to earn participation credit. To account for days that you may need to miss our class meeting, I will automatically “drop” your two lowest (including any zero) class participation scores. If an assignment (e.g., participation prep assignment) is due on a day you will need to miss, you can submit it early for full possible credit (e.g., leave it

under my office door or in my department mailbox, send it to class with a classmate) or submit it upon your return with the late work penalty (see below) applied. Any missed exams – in the absence of other communication – will result in a grade of zero.

Electronic devices: You will be challenged to engage in this class in order to earn your grade. If you find it difficult to resist the wonders of the internet, consider getting in the professional habit now of using site-blocking browser add-ins and putting away your phone during our meetings.

Late work policy: Late submissions result in an immediate 20% deduction if the assignment is not turned in on time, plus another 20% deduction for each additional 24 hours it is late. Be sure to have hard copies when required (and these can be left in my department mailbox if needed) and that any electronic files are the correct, working file.

Honor Code: The Honor Code is taken seriously in our class to protect our reputation for producing high quality OMS majors. Consider this capstone course a final practice run for your behavior in the workplace after Gettysburg.

Requesting accommodations: Contact Academic Advising to develop an Individual Education Accommodation Plan (IEAP). Then we'll use your IEAP as a guide to establish how accommodations will be implemented for this course. Please inform me at least two weeks prior to the first event (e.g., an exam) for which you request an accommodation.

Course Schedule

Any changes to this schedule will be communicated to you. Required readings will be posted on Moodle.

Topic	Date	Key Dates
What is gig work?	W 1/24	
" "	F 1/26	
This ain't a new problem, folks!	W 1/31	Literature review topic due
" "	F 2/2	
" "	W 2/7	Meet in Musselman 014
" "	F 2/9	Annotated bibliography due
Exploring platforms	W 2/14	Platform presentations (mini-presentation #1)
" "	F 2/16	
Being a gig worker	W 2/21	
" "	F 2/23	Literature review due
Measuring the gig economy	W 2/28	
" "	F 3/2	Interview with two gig workers
Worker issues	W 3/7	
" "	F 3/9	Exam 1 & Project proposal due
	W 3/14	Spring break – no class meeting
	F 3/16	Spring break – no class meeting
Worker issues, continued	W 3/21	
" "	F 3/23	3:10pm Jamie Huffman visit
Fairness	W 3/28	
" "	F 3/30	
Impacts on the economy	W 4/4	
" "	F 4/6	
Is the gig economy good?	W 4/11	
" "	F 4/13	Polished draft of final paper due
	W 4/18	No class meeting
	F 4/20	No class meeting & Paper reviews due
What gig work means for us	W 4/25	
" "	F 4/27	
--	W 5/2	Exam 2
--	F 5/4	Presentation due
--	M 5/7 5PM	Complete paper due