

Class Information

- Meeting:** Wednesdays and Fridays 2:10 – 3:25 PM in Breidenbaugh Hall 103
- Email:** abrawley@gettysburg.edu
- Drop-in hours:** Mondays 11 AM – 1 PM and Thursdays 2 – 4 PM in my office (GLAT 405)

Required Materials & Tools



- Be sure you have access to the APA *Publication Manual* (7th edition; not 6th).
- All required readings will be available on Moodle or through Musselman Library.
- Check Moodle and your College email regularly.

Course Goals

The MGT major at Gettysburg focuses on issues within and around work organizations, including their place in society at large. But these are not static issues: society, organizations, workers, and jobs all continually change.

The gig economy – that is, a situation where short-term contracting work is common – embodies many of these ongoing changes. When you call an Uber, is that driver “working”? Who's their boss? Why do they do this work?

To help you learn to be flexible with your MGT knowledge base, we'll explore not only how work is changing, but also how we as managers and critical scholars (or just as people with jobs!) can shape the future of work. This class will challenge you to flex the critical thinking skills you've been building in the MGT major. We'll consider how MGT knowledge can (and can't!) be applied to work, and we'll also have stretch ourselves beyond our MGT "bubble" to other relevant domains of knowledge, like programming and app design, housing, travel, transportation, and more.

This course also embraces the mindset of evidence-based management, meaning we will focus especially on building our skills around the evaluation of rapidly-emerging and constantly-evolving evidence. This is necessary to understand a topic like the gig economy, but this is also meant to set you up with tools for life post-Gettysburg; to paraphrase the founder of evidence-based medicine, David Sackett:

"Half of what you learn in school will be shown to be either dead wrong or out of date within five years of your graduation; the trouble is that nobody can tell you which half – so the most important thing to learn is how to learn on your own."

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

1. You'll learn about the major trends in changes to work, workers, and workplaces.
2. Specific to the gig economy, you'll gain expertise in its two key components: (a) employee classification and (b) gig work platforms.
3. You'll practice evaluating a variety of resources relevant to MGT, with a focus on nontraditional resources.
4. You'll practice writing quality reports and communicating with your peers both formally and informally.
5. You'll learn where MGT fits in the bigger picture of the world of work and how it intersects with other fields.
6. You'll practice applying MGT knowledge to real issues happening right now in the world of work.

Course Requirements

Assignment	Points Each	#	Total Points (% of Grade)
Participation			
Class participation	2	× 23 (of 25 possible)	46 (18%)
Participation prep assignments	2	× 18 (of 20 possible)	36 (14%)
Mini-presentations	5	× 2	10 (4%)
Exams			
Midterm exam	20	× 1	20 (8%)
Final exam	30	× 1	30 (12%)
Paper #1: Literature review paper			
Topic submission	2	× 1	2 (1%)
Annotated bibliography	10	× 1	10 (4%)
Complete paper	35	× 1	35 (14%)
Paper #2: Empirical or theoretical paper			
Proposal	10	× 1	10 (4%)
Project updates	1	× 2	2 (1%)
Polished draft	5	× 1	5 (2%)
Paper reviews	4	× 2	8 (3%)
Complete paper	40	× 1	40 (16%)

Total possible points: 254

Grade	%	B	82.5 – 87.4%	D+	67.5 – 69.9%
A	92.5%+ (of 254 points)	B-	80.0 – 82.4%	D	62.5 – 67.4%
A-	90.0 – 92.4%	C+	77.5 – 79.9%	D-	60.0 – 62.4%
B+	87.5 – 89.9%	C	72.5 – 77.4%	F	0 – 59.9%
		C-	70.0 – 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. Note that one requirement for graduating with departmental honors is to earn a B+ or better in your capstone.

Class participation: Participation will be graded on all non-exam dates from Sept 3rd through Dec 8th (that is, excluding the first and last day of class) in various formats, tailored the course materials. You must be in class to earn participation credit.

Of the 25 possible participation grades, only your 23 highest scores will officially count towards your grade. (Therefore, if you need to miss regular class dates for any reason, you're covered for two possible absences.) If you earn all 25 grades, the last two grades will count as bonus.

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 passively 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 prep assignments (typically about ½ page long). Formats vary depending on our class goals for the day, but generally you'll be asked to engage with assigned materials prior to our class. Typed, hard copies must be turned in at class.

Of the 20 possible prep assignment grades, only your 18 highest scores will officially count towards your grade. (Therefore, if you need to miss regular class dates for any reason, you're covered for two possible absences.) As with the participation grades, if you earn all 20 of these grades, the last two grades will count as bonus.

There are a few dates, marked with asterisks (**) in the course schedule, where a prep work assignment will not be due.

Mini-presentations: Twice during the semester, you will deliver a brief solo presentation – lasting 5-8 minutes, plus any Q&A – about a particular gig work platform or setup (mini-presentation #1) and about a topic of your choosing that is relevant to the changing nature of work (for example, a recent news story, recent changes or developments in an industry you're interested in; mini-presentation #2).

Everyone will deliver mini-presentation #1 on the same scheduled date(s). Mini-presentation #2s will be scheduled to happen 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 generally consist of short answer 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 (1) a literature review on a topic of their choosing, as well as (2) a separate second project that is either empirical or theoretical.

The second project can build on your literature review, or it can be on a new topic. Topic selection is generally open but must relate to the changing nature of work and/or the changing nature of OMS. I encourage you to choose something you find personally valuable and/or interesting that fits within those areas.

Other Important Policies & Information

General attendance policy: For planned (or emergency) absences in which there is work to possibly be made up, email me with documentation prior to the absence (or ASAP). If an assignment is due on a day you miss, submit it early for full possible credit (e.g., leave it in my department mailbox, send it to class with a classmate) or submit it upon your return at the peril of the late work penalty (below).

Late work policy: Late submissions result in an immediate 20% deduction if an assignment is not turned in on time, plus another 20% deduction for each additional 24 hours it is late. Be sure that any submitted files are the correct, working file.

Honor Code: The Honor Code is taken seriously in our class in order to maintain our reputation as a department and as an entire college. Consider this capstone course a final practice run for your behavior in the real world and the workplace after Gettysburg.

Requesting accommodations: If you need accommodations to support your learning, contact Academic Advising to develop an Individual Education Accommodation Plan (IEAP), then share your IEAP with me at least two weeks before the first time you'll need the accommodation.

Course Schedule

Any changes to this schedule will be communicated to you. Readings and prep work instructions will be posted on Moodle.

Date	Topic	Key Dates
W 9/1	What is gig work?	
F 9/3	" "	Signing up for mini-presentation dates and topics
W 9/8	This ain't a new problem, folks!	Meet-and-greet deadline & lit review topic due
F 9/10*	" "	Library session #1
W 9/15	" "	Annotated bibliography due **
F 9/17	" "	
W 9/22	Exploring platforms	Platform presentations (mini-presentation #1) due
F 9/24	" "	Platform presentations (mini-presentation #1)
W 9/29	" "	
F 10/1	Evidence-based management	
W 10/6	" "	Library session #2
F 10/8	" "	Literature review due **
W 10/13	Being a gig worker	
F 10/15	" "	
W 10/20	" "	
F 10/22	Midterm exam (What is gig work? – Being a gig worker)	
W 10/27	Measuring the gig economy	Project proposal due
F 10/29	Worker issues	
W 11/3	" "	
F 11/5	Fairness	Project update #1 (in class)
W 11/10	" "	
F 11/12*	Bigger picture impacts	Project update #2 (in class)
W 11/17	" "	
F 11/19	Is the gig economy good?	Polished draft of final paper due **
W 11/24	Thanksgiving break – no class meeting	
F 11/26	Thanksgiving break – no class meeting	
W 12/1	" "	Paper reviews due **
F 12/3	What gig work means for us	Complete paper due **
W 12/8	" "	
F 12/10	Course wrap-up	
M 12/13	Final exam (Worker issues – What gig work means for us)	
1:30 PM		

* 9/10: Last day to drop/add courses, 11/12: Last day to withdraw with a final grade of "W."

** = No prep work will be due; but note that participation will still be graded on these days.