## Contents

List of figures	xi
Introduction	xiii
1 Sociology and social analysis	1
Introduction	2
What is sociology?	2
Sociology and conceptions of alternatives	4
Sociology and industrial capitalist society	6
Thinking sociologically	9
Sociology, economics and psychology	14
Sociology, science and the need for theory	19
Coping with complexity: the role of concepts,	
models and types	25
Sociological techniques of investigation	28
Objectivity and value relevance	31
Industrial sociology and the problem of access	33



The sociology of work and industry: role and purpose	34
2 The sociological analysis of work and industry	39
Introduction	40
The managerial-psychologistic strand	43
Scientific management	44
Democratic humanism	46
Discussion	49
The Durkheim-systems strand	50
Emile Durkheim	50
Human relations	52
Systems thinking in industrial sociology	54
Discussion	57
The interactionist strand	58
The Chicago school and symbolic interactionism	58
Ethnomethodology	61
Discussion	62
The Weber-social action strand	63
Max Weber	63
Work orientations approach	67
Discussion	68
The Marxian strand	69
Marx and Engels	69
Marxian industrial sociology	71
Discussion	72
The postmodern strand	73
Discourse and human subjectivity	75
Postmodernity, societies and organisations	75
Discussion	76
Drawing the strands together: a pragmatic pluralist	70
strategy in the sociology of work and industry	78

3 The industrialised society	81
Introduction	82
Determinism and choice in social change	83
Evolution, progress and industrial society	84
A logic of industrialism?	86
Social change and the end of history	87
Historicism and bad faith	88
Technology, science and social change	91
The nature of industrial capitalist society	94
Interests and ideas in the rise of industrial capitalism	97
From feudalism to capitalism	97
Protestantism and the spirit of capitalism	101
Social groups and the rise of industrialism	104
Contradictions, adaptations and change	106
4 Work: meaning, opportunity and experience	111
Introduction	112
Work, meaning and culture	113
Work orientations and worker behaviour	118
Changing orientations and the individual worker	123
Self-identity and subjectivity at work	126
Anxiety, emotion and sexuality at work	129
Entering work	132
Choice and opportunity structures	132
Class, family and educational influences	134
Individual capacities and values	137
I he employment relationship and the implicit contract	138
The employment relationship and the implicit contract  Work and satisfaction	138 143
Work and satisfaction	143
Work and satisfaction Technology and work experience	143 147
Work and satisfaction Technology and work experience Work and non-work	143 147 152

## CONTENTS

Leisure	163
Unemployment	165
5 The structuring of work:	
occupations and the social	
division of labour	169
Introduction	170
Occupational and administrative forms of work structuring	171
Occupational structure	174
Horizontal and hierarchical patterning	174
The changing division of labour: Durkheim and Marx	176
The changing division of labour: convergence	178
The changing division of labour: post-industrialism	180
Postmodernity and a changing world	183
Dualism and labour market segmentation	184
The sexual division of labour	188
Social class and the division of labour	194
Occupational analysis	199
The structural location of occupations	199
General principles	199
Managerial and administrative occupations	203
Professional, supervisory and clerical occupations	206
Manual occupations	210
Domestic work	211
Dirty and deviant occupations	213
Occupational recruitment and socialisation	214
Occupational careers	219
Professionalisation and occupational strategies	220
Occupational culture and ideology	226
Occupational communities	229