INDUSTRIAL SOCIOLOGY (SOC 417)

Course Lecturer
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REQUIREMENTS

- Attendance, class participation and course work = 15%
  Note: the Lecturer reserves the right to take class attendance randomly or daily as the case may be.
- Mid term assessment = 15%
- Examinations = 70%
UNIT I: COURSE OVERVIEW

Week 1
INTRODUCTION TO INDUSTRIAL SOCIOLOGY
- The concept of Industrial sociology
- Nature and Scope of Industrial sociology
- Importance of industrial sociology

Week 2
- Foundations of industrial Sociology
- Industrial sociology and other related discipline

UNIT II: RISE AND DEVELOPMENT OF THE INDUSTRY

Week 3
- Industrialism
- Early Industrialism: industrialization before the industrial revolution
- The types of productive systems
- Causes and Consequences of Industrialization

UNIT III: ORGANISATIONAL BEHAVIOUR, THEORIES AND MOTIVATION

Week 4
- Organizational theories
- Motivational theories:

Week 5
- Authority and power
- leadership
- Bureaucracy
- bureaucracy and control of workers

Week 6
- Manpower Development
UNIT V: INDUSTRIAL RELATIONS
Week 7
• Meaning of industrial relations
• Wage determination in Nigeria

Week 9
TRADE UNIONS AND INDUSTRIAL CONFLICT
• Trade unions: Origin and developments in Nigeria

Week 10
GRIEVANCES IN THE INDUSTRY
• Manifestation of industrial conflicts
• Collective bargaining

UNIT V: INDUSTRIALIZATION, TECHNOLOGY AND GLOBALIZATION IN NIGERIA
Week 11
TECHNOLOGY
• Impacts of technology on the work place
• The Nigerian worker and technology

Week 12
INDUSTRIALIZATION IN NIGERIA
• Theories of industrialization
• Industrialization programmes in Nigeria
• Industrialization: problems and Prospects
• Field Studies: case studies of the problems of industry in Nigeria
INTRODUCTION TO INDUSTRIAL SOCIOLOGY

The Concept of Industrial Sociology

What is Sociology?

- Sociology is the scientific study of human behaviour within the group context. It can also be conceived as a social science that studies human societies, their interactions, and the processes that preserve and change them. As a systematic study of individuals in groups and social formations, Sociology grew in of the search for understanding associated with the industrial and scientific revolutions of the 18th and 19th centuries.

- When, Comte coined the name Sociology he not only hoped to unify all studies of humankind but was positive that sociology will provide a systematic way of explaining and establishing the laws governing human life. Sociology was not a replacement for the other social sciences, but intended to be another of them, with its own particular emphases in terms of subject matter and methods (Misra 2013). Its task is to scientifically explain the core and magma of human relationships within the group milieu. This means that whenever there are two or more individuals interacting with one another, the sociologist has something to study.

- What sociology intends to offer to a student of this course is a distinctive way of looking at the ‘world of work’ rather than a body of laws governing social behaviour as we would ordinarily expect.
Industrial Sociology

Industrial sociology is concerned with three main areas; a systematic study of social relationships, interaction between social structures and an understanding and explanation of behaviour of individuals and groups.

Definition

“Industrial sociology is concerned with industry (or any form of work organization) as a social system, including those factors (technical, economic, political), which affect the structure, the functions and the changes in that system.”

J. H. Smith

“Industrial sociologists center their interests upon the social organization of the work place, including the pattern of interaction between people who are responding to each other in terms of their roles in work organizations or whose behaviour is being affected by those roles.”

Charles B. Spaulding

Industrial sociology could be defined as the study of the structures and processes of the industries and work organizations as these interact with society.

Otite and Ogionwo
The field of industrial sociology is, “concerned broadly with the study of industrial society (and) also with the analysis of the social organization of work.”

Miller and Form (1951)

The scope of industrial sociology covers a study of the following areas;

- Work place
- Working groups
- Industrial bureaucracy
- Industrial relations
- Costs of industrialism

**Importance of Industrial Sociology**

- Problem solving
- Improved productivity
- Goal attainment
- Improved union management relations
- Contributes to planned growth

**Foundations of Industrial Sociology**

The foundation of industrial Sociology could be traced to the writings of the classical Sociologist- Karl Marx, Emile Durkheim and Max Weber.

- Karl Marx = the theory of proletarian revolution and His alienation of Labour.
  - Labour Process theory (Later Marxist approach)
- Emile Durkheim = Division of Labour (1933)
- Max Weber= Bureaucracy and forms authority structure that emerged from it.

The above informed other studies that had direct bearing on the emergence of Industrial Sociology;

Taylor’s Scientific Management and the Hawthorne Experiments.
Industrial Sociology and other Related Disciplines

Industrial sociology shares boundary with other disciplines like psychology- industrial Psychology, economics, geography etc.

- **Psychology** is concerned with personal behavioural and individual problems in the work place such as internal work motivation and selection of personnel.

- **Industrial Sociology** emphasizes the social interactional factors such as industrial relations and the organization of the industry.

- **Economics** studies the processes of production, distribution and consumption; giving particular attention to the problems of finance.
UNIT II: RISE AND DEVELOPMENT OF THE INDUSTRY

Industrialism

Since industrial sociology deals with the application of sociological theories and methods to one segment of the society—the industry; it therefore becomes pertinent to ascertain the meaning of the industry.

Meaning of the industry

The word industry originated from a Latin word ‘industria’, which means skill and resourcefulness. It is applied to the contemporary sophisticated system of producing goods and services which began in the Industrial Revolution.

- The industry therefore connotes, anywhere productive service or activities take place, the kind of behaviour exhibited by the workers and management and how internal and external factors such as technology and cultural influences, the pattern of the relationship between the workers and how management influence production (Scott and Marshall 2005; Ogunbameru and Oribabor, 2008).

Early Industrialism: Industrialization before the Industrial Revolution

World over, industrial activities have existed before the industrial revolution. Industrial activities in form of handicraft has been recorded in West Africa (Onimode, 1983; Stride and Ifeka, 1971; Atmore and Stacey, 1979)

- Cloth manufacture: Tekrur and other groups of the Senegal valley, the Asante of Ghana, Kano and Akwaete in Nigeria
- Blacksmithing: Ghana, Benin,
- pottery, leather works, ritual carving, bronze and brass casting, and secular art works = in other kingdoms and societies in pre-colonial Nigeria and other part of Africa.

Other forms of industrial activities in Europe were also well documented (see Sanderson (1988). He identified five forms of industry in early capitalist Europe; Family Workshops, Dispersed Factory, concentrated manufacture, factories and the putting out system
The Types of Productive Systems

The Manorial or Feudal system
The guild system
The domestic or putting-out system
The factory system

The Industrial Revolution

Industrial Revolution connotes the breakthrough that ushered in the production system and the accompanying economy in which the factory systems (an extensive manufacture) and its characteristic extensive division of labour predominate. It started in England in 1760 and spread across Europe through 1830.

Though the Industrial Revolution was an economic revolution but its effects spread like wild fire to other fields of human endeavor and was never confined to the economic field alone.

- Reduction of the cost of production, improvement in quality and output maximization
- It induced radical changes in the very structure of the society and affected the pattern of human relations
- Developments in the field of science and technology
- The mechanization translated agro-economy into an industrial economy
- Urbanization

- The above effects with their associated fears and tension gave impetus to the emergence of industrial sociology to take care of the complexities of the industrial world

Explanations of how the Industrial Revolution occurred

Arguments on how the industrial revolution occurred will be discussed from two perspectives—cataclysmic and gradualist perspectives.

- **Cataclysmic Perspective**
  Holds that the Industrial Revolution occurred sharply and almost overnight in Europe

- **Gradualist Perspective**
  The gradualist perspective maintains that nearly all aspects of the Industrial Revolution (and indeed industrialization as a phenomenon) had deep roots, in some cases, as far back as the medieval times.
Causes of the Industrial Revolution

Perspectives on the causes of Industrial Revolution: Economic and ecological perspectives

Consequences

- Increased economic productivity
- Specialization or division of labour
- Creation of the modern working class (industrial proletariat) and the erosion of nature dependence
- Extensive urbanization and its associated problems
- Demographic transition
Organizational Theories
- Scientific management
- The Human relations school

Motivational Theories
Motivation is a process in which people choose between alternative forms of behaviour in order to achieve personal goals. Cole (2002)

Motivational theories examines the process of motivation and why people at work behave the way they do; in terms of their efforts and direction they are taking. (Armstrong 2010)

Motivational theories are classified as follows;
- **Content Theories**: focuses on what causes motivation e.g. satisfying the needs that influences behaviour. Maslow, Alderfer, Herzberg and McGregor are major proponents of these views.
- **Process Theories**: focuses on the psychological processes that affects motivation; behaviour, Expectancy, Equity, Goal, and Attribution theories are examples in this category.

Power and Authority
Power is the capacity to secure the dominance of one’s goals or value over others (Armstrong 2010)

French and Raven identified five forms of power; reward, coercive, expert and legitimized power.
- Sociologically, power has two forms: authority and coercion.

Authority
Authority is legitimate power. It is therefore the form of power which the members of a group accept as legitimate, right and just and, thus, obey it on that basis. On the other hand, coercion is the form of power that is not regarded as just and legitimate by those subject to it.

Ikpe (2010), maintains that power has a personalized and coercive quality, while authority is formal and institutionalized power.

Types of Authority
- Traditional Authority,
- Charismatic Authority,
- Rational-Legal Authority
Leadership

Motivation is a vehicle for action with moral and performance as products of motivation. Leadership responsible for appropriate direction of motivation.

Leadership is the ability to persuade others willingly to behave differently (Armstrong 2010).

A leader must perform the following functions;
Achievement of team/organizational goals
Maintenance of effective relationship between himself and the group and also the individuals in the group.

According Adair (1973), a leader must satisfy the following needs in the performance of his duties
a. Task needs: goal attainment.
b. Group maintenance needs: build group bond, team spirit and high moral
c. Individual needs: take cognizance of individual needs and take a balance where possible between group needs and individuals’ needs.

Approaches Employed in Discovering Leaders
Trait approach
Group leadership approach
Socio-metric test

Managerial styles of performing leadership roles
Psychologically Distant Manager (PDM)
Psychologically closer Manager (PCM)
Bureaucracy

Weber defined bureaucracy “as a hierarchical organization designed rationally to coordinate the work of many individuals in the pursuit of large-scale administrative tasks and organizational goals”

Characteristics of Weber’s ideal type bureaucracy:
- Strict division of labour
- Hierarchy of authority (chain of command)
- Consistent system of abstract rules
- Formalistic impersonality
- Technical knowledge and expertise
- Separation of private and official income

Dysfunctions of bureaucracy
- Inefficiency in unusual cases (Red Tapeism and official rigidity)
- Goal displacement
- Bureaucratic enlargement
- Authoritarian structure
- Bureaucratic personality
- The problem of oligarchy

Bureaucracy and Control of Workers

In bureaucracies, there are intrinsic means by which officials are controlled.
- Contract agreement/conditions of service
- Enforcement of bureaucratic rules
- Strict division of labour
- Hierarchical structure which legitimized the control of the subordinates by the superior
The human capital is a major source of competitive advantage

“The organizational process of developing people involves the integration of learning and development processes, operations and relationships. Its most powerful outcomes for the business are to do with enhanced organizational effectiveness and sustainability. For the individual they are to do with enhanced personal competence, adaptability and employability; it is therefore a critical business process in for-profit or not-for-profit organizations” (CIPD 2001).

- **Elements of the Process**

  **Education**: the development of knowledge, values and understanding required in all aspects of life rather than the knowledge and skills relating to particular areas of activity.

  **Development**: the growth or realization of a person's ability and potential through the provision of learning and educational experiences (Armstrong, 2010)

  **Training**: any activity which is directed towards the acquisition of specific knowledge and skills for the purpose of an occupation or task. (Cole 2002)

  **Learning**: relatively permanent change in behaviour that occurs as a result of practice or experience (Bass and Vaughan 1966)

- The above elements are concerned with the acquisition of knowledge, skills understanding and attitude

The training cycle involves the following processes;

1. Training policy  
2. establish training organization  
3. identify training needs  
4. plan training  
5. carry out training  
6. evaluate training.

Note: evaluating training and performance appraisal helps to identify future training needs.
Meaning of Industrial Relations

“a whole field of relationship that exist because of the necessary collaboration of men and women in the employment process of an industry” Dale Yoders

“Interactional activities of employers and their organization, employee(sic) and their organizations, the joint agents of these two, and the government either as a party or an umpire or both in the regulation of employment relations” (Akpala, 1982)

Trade Unions: Origin and Developments in Nigeria

According to the Trade Union Decree No. 31 of 1973, a trade union is “any combination of workers or employers, whether temporary or permanent, the principal objectives of which under its constitution are the regulation of the relations between workmen and workmen or between masters and masters or the imposing of restrictive condition on the conduct of any trade or business and the provision of benefit to members (LFN, 2004).

Origin

Controversies exists on the origin of trade unions in Nigeria. Some of the divided accounts traced it to the following:

- Indigenous African guilds and craft associations
- Beginning of wage labour in the country
- 1912 – formation of the civil service union

Wage Determination in Nigeria

Wage is an integral element in Industrial relations.
GRIEVANCES IN THE INDUSTRY

**Conflicts**
Conflict is endemic in human society, including the sub-economic system known as the industry owing to divergence of interest.

In the industry, the interest of the employer and employees differ fundamentally. The employer has a strong management philosophy that supports profit maximization, while the workers seek improvement.

Conflicts occurs in two levels
Level of Interest
level of behaviour outcomes

Traditionally, conflict is seen as the result of opposing interests involving scarce resources, goal divergence and frustration. However, it has been suggested by Swanström and Weissmann (2005) that conflicts should not be defined simply in terms of violence (behavior) or hostility (attitudes), but also include incompatibility or “differences in issue position”

It is a product of antagonistic interest between two or more opposing forces or groups within the society and may manifest itself on a continuum; ranging from early warning signals to violent crises or wars (Alemika, 2000:4

**Industrial Conflicts**

conflict which exists in industrial organizations between workers and their unions on one hand and employers or management on the other hand.

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**Manifestations of Industrial Conflicts**
- Go-slow
- Work-to-rule
- Overtime ban
- Sit-in, Work-in
- Strike
- Lock-out

**Collective Bargaining**

Collective bargaining is method of agreeing work conditions and rewards through processes of negotiation between employer representatives and the representatives of collectively organised employees – typically trade unions.
UNIT V: INDUSTRIALIZATION, TECHNOLOGY AND GLOBALIZATION IN NIGERIA

TECHNOLOGY
- Sociologically, technology is most usefully understood to be the tools, machines and control devices used to carry out tasks and the principles, techniques and reasoning which accompanies them.
- Because technologies are much more than the ‘hardware’ that organisations use, technologies and work organisations must be seen as closely interrelated with each continually influencing changes in the other

Impacts of technology on the work place
Despite the gains of technology, it has negative consequence on the worker; alienation and the feeling of powerlessness,

The Nigerian worker and technology
The Nigerian worker will be used as a point of reference in the discussion on the consequences of technology.

What is Globalisation?
Globalization is the trend of increasing integration of economies not only goods and services but of ideas, information and technology. It connotes trade liberalization, free capital mobility, privatization, commercialization and empowerment of Trans-National Companies (TNCs). It is both a cause and a consequence of information revolution. Babangida (1998) sees globalization as the ‘liberalization and the intensification of international linkages in trade, finance, markets, production, research, transportation, energy, medicine, education, politics and culture which are accelerated by discoveries in micro-electronics, communication and biotechnology’.
Industrialization

“Industrialization is the process of developing the capacity of a country to master and locate, within its borders the whole industrial production of raw materials, production of intermediate products for other industries, fabrication of machines and tools required for the manufactures of the desired production and other machines; skill to operate, maintain and reconstruct the machines and tools; skill to manage factories and to organize the production process (Abba et al. 1985)
Industrialization: Problems and Prospects

**Problems of Industrial Development in Nigeria**

- Poor Research and Development
- Political instability
- Leadership
- Lack of inclusive development of the rural sector
- Dependency, imperialism and neo-colonialism
- Low exchange rate

**Prospects**

“It has been acknowledged that the attainment of industrialization objectives will depend on the development of critical infrastructure for industrial clusters and leveraging private sector collaboration. This will in turn require the development of efficient, accountable, transparent, and participatory governance, the creation of strong, efficient, and effective public service institutions to engender government effectiveness, the establishment of a competitive private sector-led business environment characterized by sustained microeconomic stability and the enhancement of national security and improvements in the administration of justice.

Among these issues, three in particular top the current policy debate and these are; the development of the critical infrastructure, tackling corruption and ensuring national security.”

References


