INDUSTRIAL SOCIOLOGY

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INTRODUCTION

Primitive agriculture (Small farm)  Giant corporations

Influence on the emerging sociological disciplines
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Influence on the emerging sociological disciplines
Dr. Auguste Comte (1798-1857) is considered the father of sociology. He founded the discipline in 1838 with the publication of 'A Course in Positive Philosophy.' Comte believed that society could be understood through the study of social phenomena, which he called 'social physics.'

Comte's foundational work introduced key terms: 

- **socius**: companion
- **ology**: the study of
- **logos**: knowledge

Comte's philosophy emphasized the importance of a rational and scientific approach to understanding society, laying the groundwork for the field of sociology as we know it today.
Sociology is:

- *The scientific study of human social behavior, interaction between humans, social institutions, and social organization/structure*
- A scientific study of society and human behavior
- Systematic study of collective human behavior
- **The Social Science**
1949
International Sociological Association established (sponsored by UNESCO)

1875
Sociology became a discipline in Yale, USA.

Last 19th century
Emile Durkheim promoted “human behavior as structure and process” and “society as a set of functional relationships”.

1830-1842
Auguste Comte gave sociology a name and place among the academic discipline

In 1600’s
demographic and census activity was increased → data available → solving urban problems (crime and pauperism)

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Scope of Sociologists

Micro Sociologist
1. Who looks at particular interactions

Macro Sociologist
2. Who looks at the pattern of interactions (usually in larger groups)
Urbanization
Poverty
Family breakdown
Racial/ethnic minorities
Industrialization
Inequality
Crime/deviant
### Application of Sociology

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<th>Topic</th>
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<tr>
<td>Gathering information for planning and process</td>
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<td>Evaluation of progress in society</td>
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<td>Proposing different method of change</td>
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<td>Dealing with issues of population or budgets</td>
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<td>Sociologist performs action like social surveys, solves public relation problem, advices to various consumer, and many more for industries</td>
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<td>Main area of application of sociology in academic institutions or organizations.</td>
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<td>Sociologists play a role of counselor while solving minority or racial problems</td>
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<td>Help in understanding and predicting the human behavior in different situations.</td>
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<td>Also helps in understanding the influence of society on any human and what make them come together to live in a society</td>
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Inter-disciplinary of Sociology

Sociology (Sosial)

Anthropology (Budaya)

Psychology (Individu)
Sub-field Disciplines of Sociology

- Clinical
- Comparative
- Educational
- Environmental
- Industrial
- Legal
- Medical and health/wellness
- Political
- Religions
- Research design and methodology
- Rural
- Sociobiology
- Sociolinguistics
- Sociology of art
- Sociology of science
- Social psychology
- Urban
INDUSTRIAL SOCIOLOGY
✓ Industrial sociology is a discipline which deals with study and examination of interaction of human in technological change, globalization, labor markets, work organization, and managerial practices.

✓ A sociology of work

✓ Industry: academics, government, business, and religious
## Sejarah Sosiologi Industri

### Karl Marx
1. Pembagian kerja memproduksi konflik sosial dan merupakan kausa prima ketidaksederajatan sosial dan alienasi.

### Emile Durkheim
2. Pembagian kerja dan differensiasi fungsional dari peran-peran individu menciptakan integrasi sosial di dalam masyarakat modern

### Max Weber
3. Menekankan pentingnya “organisasi” dan “birokrasi"
Scope of Industrial Sociology

1. **Relations in a business**: the boss and workers, the owner and manager, between managers/owners/workers.

2. **Factory workers**: working situations, mentally, relations.

3. **Conditions which affected industry**: politics, legal, regulation, national economic performance.
Industrial development (industrialization) affect the condition of sociological community, and sociological conditions affect the development of industrial society.
Application of Industrial Sociology

• It can be used to define various industrial relations
• It can be used for social development which entails socio-political as well as economic changes.
• It can be used to define various trade relations
• It can be taught as post-graduate subject.
• Trained sociologists can be created and they may help in conducting various researches and training.
• It can be used as a source of trained personnel’s for various social institutes
• It helps in defining and determining the various possible relations inside or outside the country
INDUSTRIAL RELATION
Dale Yoders: it is a whole field of relationship that exist because of the necessary collaboration of men and women in the employment process of an industry.

Four basic elements:
- The organizations of workers and managements
- The state
- The managements
- The workers
SOCIAL RELATIONS IN INDUSTRY

EXTERNAL
- GOVERNMENT, CUSTOMER, OTHERS
- COMPANY, SOCIETY, ETC.

INTERNAL
- FORMAL
- INFORMAL
- MIXED

ORGANIZATIONS
- STATUTORY
- INDIVIDUAL
- GROUP
- SOCIO-FUNCTIONAL
• **Institutions**: government, trade unions, labor courts, etc.

• **Character**: to study the role of workers unions and other institutions

• **Methods**: focus on collective bargaining and workers participations in the industrial relations schemes

• **Contents**: pay, hours of work, leave with wages, health and safety disciplinary actions, lay off
Objectives of Industrial Relation

- To safeguard the interest of labor and management
- To avoid industrial conflict
- To raise productivity
- To establish industrial democracy
- To eliminate strikes, lockouts, and gheraos
- To regulate government control
- Improvements in the economic conditions of workers
- Control exercised by the state over industrial undertaking
- Socializations or rationalization of industries
- Vesting a proprietary interest of workers
Importance of Industrial Relation

- Uninterrupted production
- Reduction in industrial disputes
- High morale
- Mental revolution
- New programs
- Reduced wastage
Effect of Poor Industrial Relation

- Multiplier effects
- Fall in normal tempo
- Resistance of change
- Frustration and social cost
Measures For Improving Industrial Relations

- Strong and stable union
- Mutual trust
- Workers’ participation in management
- Mutual accommodation
- Sincere implementation of agreements
- Sound personnel policies
- Government’s role
- Progressive outlook
References


THANK YOU!