INDUSTRIAL SOCIOLOGY

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INTRODUCTION

Primitive agriculture (Small farm)  Giant corporations

Influence on the emerging sociological disciplines
INTRODUCTION

Influence on the emerging sociological disciplines
Definition of Sociology

socius: “companion”

ology: “the study of”

logos: “knowledge”

Auguste Comte 1838, “social physics”
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)
Problem’s oriented by Sociology

- Urbanization
- Poverty
- Family breakdown
- Racial/ethnic minorities
- Industrialization
- Inequality
- Crime/deviant minorities
Application of Sociology

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

<table>
<thead>
<tr>
<th>Karl Marx</th>
<th>Emile Durkheim</th>
<th>Max Weber</th>
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</thead>
<tbody>
<tr>
<td>1 Pembagian kerja memproduksi konflik sosial dan merupakan kausa prima ketidaksederajatan sosial dan alienasi.</td>
<td>2 Pembagian kerja dan differensiasi fungsional dari peran-peran individu menciptakan integrasi sosial di dalam masyarakat modern</td>
<td>3 Menekankan pentingnya “organisasi” dan “birokrasi”</td>
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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.

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
Industrial Relations Factor that Influence the behavior of people

- **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
References


THANK YOU!