

**-SQA- SCOTTISH QUALIFICATIONS AUTHORITY**

**HIGHER NATIONAL UNIT SPECIFICATION**

**GENERAL INFORMATION**

**-Unit Number-**                **7470984**  
**-Superclass-**                **EE**  
**-Title-**                        **SOCIOLOGY: WORK AND ORGANISATIONS**

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**-DESCRIPTION-**

**GENERAL COMPETENCE FOR UNIT:** Analysing the relationship between work, organisations and society.

**OUTCOMES**

1. explain the features of industrial society;
2. explain the experience of work;
3. explain structural and cultural features of work organisations.

**CREDIT VALUE:**            1 HN Credit

**ACCESS STATEMENT:** Access to this unit is at the discretion of the centre. Candidates will require a good basis of literacy, numeracy and statistical competence. Previous study of Sociology at the Intermediate National Certificate level while desirable is not essential. Appropriate critical and evaluative skills could be gleaned from previous study of any arts, social science or science discipline to a level commensurate with the National Certificate Practical Investigation Social Science modules.

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For further information contact: Committee and Administration Unit, SQA, Hanover House, 24 Douglas Street, Glasgow G2 7NQ.

Additional copies of this unit may be purchased from SQA (Sales and Despatch section). At the time of publication, the cost is £1.50 (minimum order £5).

**HIGHER NATIONAL UNIT SPECIFICATION****STATEMENT OF STANDARDS****UNIT NUMBER:** 7470984**UNIT TITLE:** SOCIOLOGY: WORK AND ORGANISATIONS

Acceptable performance in this unit will be the satisfactory achievement of the standards set out in this part of the specification. All sections of the statement of standards are mandatory and cannot be altered without reference to SQA.

**OUTCOME**

1. EXPLAIN THE FEATURES OF INDUSTRIAL SOCIETY

**PERFORMANCE CRITERIA**

- (a) The process of industrialisation is described accurately.
- (b) Explanation of specified models of advanced industrial society are accurate and differences between them are explained correctly.
- (c) Patterns of change in occupational structures within industrial societies are identified clearly.
- (d) Relationships between labour markets, work and skills are explained correctly.

**RANGE STATEMENT**

The range for this outcome is fully expressed within the performance criteria.

**EVIDENCE REQUIREMENTS**

Written and/or oral explanation which satisfies all of the performance criteria.

**OUTCOME**

2. EXPLAIN THE EXPERIENCE OF WORK

**PERFORMANCE CRITERIA**

- (a) The effect of the employment relationship on workplace behaviour is explained correctly.
- (b) Factors influencing occupational choice are described accurately.
- (c) The range of meanings which work may have for individuals is explained correctly.

**RANGE STATEMENT**

The range for this outcome is fully expressed within the performance criteria.

**EVIDENCE REQUIREMENTS**

Written and/or oral explanation which satisfies all of the performance criteria.

**OUTCOME****3. EXPLAIN STRUCTURAL AND CULTURAL FEATURES OF WORK ORGANISATIONS****PERFORMANCE CRITERIA**

- (a) The explanation of the contribution of sociological perspectives to an understanding of organisations is accurate.
- (b) The explanation of the way in which organisations can be identified is accurate.
- (c) The design of work and exercise of control are analysed correctly in relation to specified organisations or types of organisation.
- (d) The explanation of the influence of ideology and culture on work organisations is accurate.

**RANGE STATEMENT**

The range for this outcome is fully expressed within the performance criteria.

**EVIDENCE REQUIREMENTS**

Written and/or oral explanation which satisfies all of the performance criteria.

**MERIT** Award of Pass

A candidate who achieves all performance criteria for all outcomes will be awarded a pass. A pass with merit will be awarded to candidate who has successfully achieved all outcomes and, in so doing, has consistently demonstrated superior performance in the following:

- displaying in their evaluation of theoretical issues which characterise sociology evidence of further reading outwith prescribed texts, lecture notes and handouts;
- making more than 3 evaluative points;
- displaying clear understanding of the wider implications of conducting sociological research;

- providing evidence of independent study;
- displaying maximised use of time and resources.

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## **ASSESSMENT**

In order to achieve this unit, candidates are required to present sufficient evidence that they have met all the performance criteria for each outcome within the range specified. Details of these requirements are given for each outcome. The assessment instruments used should follow the general guidance offered by the SQA assessment model and an integrative approach to assessment is encouraged. (See references at the end of support notes).

Accurate records should be made of the assessment instruments used showing how evidence is generated for each outcome and giving marking schemes and/or checklists, etc. Records of candidates' achievements should also be kept. These records will be required for external verification.

## **SPECIAL NEEDS**

Proposals to modify outcomes, range statements or agreed assessment arrangements should be discussed in the first place with the external verifier.

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**HIGHER NATIONAL UNIT SPECIFICATION****SUPPORT NOTES**

**UNIT NUMBER:** 7470984

**UNIT TITLE:** SOCIOLOGY: WORK AND ORGANISATIONS

**SUPPORT NOTES:** This part of the unit specification is offered as guidance. None of the sections of the support notes is mandatory.

**NOTIONAL DESIGN LENGTH:** SQA allocates a notional design length to a unit on the basis of the time estimated for achievement of the stated standards by a candidate whose starting point is as described in the access statement. The notional design length for this unit is 40 hours. The use of notional design length for programme design and timetabling is advisory only.

**CONTENT/CONTEXT** The following information gives further clarification regarding the context in which the outcomes and performance criteria are to be achieved.

Corresponding to outcomes:

1. Pre-industrial and industrial society; development of industrial capitalism.  
  
British industrial revolution: role of technology and control; post-capitalist and post-industrial models of society; industrial and occupational dimensions of structure; UK employment and mobility patterns; primary and secondary labour markets; core and periphery workforces.
2. Employment contract: effort bargain and discretion; labour process: work and production; choice of work: individual and structural based models; individual and social meanings of work, alienation and job satisfaction; managerialism, professionalism and proletarianisation; concepts of occupational ideology and community.
3. Systems, action and control perspectives; classificatory schemes and organisational typologies; dimensions of work and types of control; deskilling; job design and work restructuring; types of organisational cultures and ideologies; socialisation and rationality.

**REFERENCES**

1. Guide to unit writing.
2. For a fuller discussion on assessment issues, please refer to SQA's Guide to Assessment.
3. Information for centres on SQA's operating procedures is contained in SQA's Guide to Procedures.
4. For details of other SQA publications, please consult SQA's publications list.

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