

Date: 25/04/2025
Module: English
Major: Work and Organization

Level: MA1
Instructor: Mr. Mennad Ameur
Duration: 1h30

Homework Assignment

ANSWERS

Part One.

Select the correct answer. (10pts)

1. Which scenario best illustrates how labor systems adapt over time? (2pts)
 - a) A society maintains a strict division of labor based solely on heredity, despite technological advancements.
 - b) A community transitions from hunting and gathering to establishing agricultural practices, altering task allocation.**
 - c) A company prohibits the introduction of new technologies to preserve traditional job roles.
 - d) A government enforces the continuation of feudalism as the primary labor structure in a modern economy.
2. Which organizational action best demonstrates a commitment to ethical responsibility? (2pts)
 - a) Maximizing short-term profits regardless of environmental impact.
 - b) Lobbying for weaker labor laws to reduce costs.
 - c) Implementing fair hiring practices and transparent business dealings.**
 - d) Avoiding community engagement to focus on internal growth.
3. What might be a consequence of increased technological surveillance in the workplace? (2pts)
 - a) Enhanced employee autonomy and trust.
 - b) A decrease in the need for management oversight.
 - c) The development of new methods by workers to protect their privacy and agency.**
 - d) A uniform increase in productivity across all sectors.
4. Which initiative would most directly support workplace inclusion? (2pts)
 - a) Hiring employees based solely on their cultural background.
 - b) Implementing policies that ensure equal access to opportunities and resources.**
 - c) Avoiding the establishment of employee resource groups to prevent cliques.

- d) Maintaining a uniform set of practices that does not take into account the diverse nature of the workforce.
5. What is a key characteristic of the gig economy? (2pts)
- a) It provides stable, long-term employment with full benefits.
 - b) Work is primarily regulated by traditional labor laws.
 - c) It involves short-term, task-based work often facilitated by digital platforms.
 - d) Workers have strong job security and guaranteed income.

Part Two.

Writing Production. (8pts)

In no more than 8 lines, explain how the rise of alternative work arrangements is transforming labor movements and what changes are needed for unions to stay relevant.

The rise of alternative work arrangements like gig work, freelancing, and remote jobs—has weakened traditional labor movements. These jobs often exclude workers from union protections due to their classification as independent contractors. As a result, organizing efforts become harder in a dispersed, digital workforce. Labor movements must shift toward digital organizing and advocate for new labor laws. They need to include diverse worker types and embrace flexible models. Platform cooperatives and app-based unions are promising innovations. By modernizing strategies, unions can remain relevant. Their success depends on adapting to the changing nature of work.