WORK AND PRODUCTION SYSTEM

FEM 3104

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LEARNING OBJECTIVES

1. To explain production system during pre-industrialize society.
2. To explain production system in post-industrialize society.
INTRODUCTION

- There has been a big change in the work and work production system from traditional society to industrial society and informational system.
- Different society different mode of production.
What is society?
How society survives?
What influence society’s organization of production?
TYPES OF SOCIETY

1. Tribal society
2. Agrarian society
3. Industrial society
4. Post-industrial society
TRIBAL SOCIETY

- Organized according to tribes.
- Tribe lives within definite & common geography.
- Members possesses consciousness of mutual unity.
- Members speaks common language.
- Members generally marry into their own group.
- Tribes have faith that they were descended from a common, real or mythical ancestor.
- They believe in blood relationship with other members.
- Tribal political & social organization is based on religion.
AGRARIAN SOCIETY

- Society is based on agriculture.
- Agriculture supported manufacturing & commercial sectors.
- More complex division of labor.
- Social stratification increases its complexity.
- Religion played major role in justifying the operation of political system & its economic consequences.
INDUSTRIAL SOCIETY

- Known as mass society.
- It has modern social structure; developed in the west following the industrial revolution.
- Change from agricultural to industrial organization; due to steam power; allowed mass production.
- Emphasized on achievement & innovation.
- Religious & cultural values were weaker.
- Encouragement of social mobility.
POST- INDUSTRIAL SOCIETY

- Concept of post–industrial society was 1st formulated in 1962 by Daniel Bell.
- Noted that theoretical knowledge forms the fundamental principle in modern societies and it is the source of innovation & policy formulation.
- Economy: production of goods & manufacturing began to decline & replaced by services.
- Social class: restructured. Professional & technical occupations were highly regarded in all spheres.
- Technocrats gained more power in economic & political life.
MODES OF PRODUCTION

- **Meaning:** pattern of roles, norms, & activities organized around the production, distribution, and consumption of goods & services by the society.
- **Every society:** at least a mode of production & distribution.
- **Mode:** differ from one society to another.
- **Differences:** correspond to different social classes & strata in the population.
## 3 MAIN MODES OF PRODUCTION

<table>
<thead>
<tr>
<th>ERA (different stages of society)</th>
<th>TIME</th>
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<tbody>
<tr>
<td>PRE–INDUSTRIAL SOCIETY</td>
<td>&lt; 14&lt;sup&gt;TH&lt;/sup&gt; CENTURY</td>
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<td>EARLY INDUSTRIALIZATION</td>
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<tr>
<td>INDUSTRIALIZATION</td>
<td>18&lt;sup&gt;TH&lt;/sup&gt; – 19&lt;sup&gt;TH&lt;/sup&gt; CENTURY</td>
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</table>
A society that depended on hunting, fishing or the gathering of wild plants for subsistence.

Work specialization existed, e.g., in trapping smaller animals, fishing along coasts, lakes or rivers, or shellfish gathering.

However, no full-time occupational specialties.

Division of labor is based on age and sex.

Man hunt, women gather.

Lives as nomad – movement is based on availability of food in the location.
• Practice a lot of sharing within groups, thus limited ownership.
• People with certain personal qualities are given honor and respect (e.g., older people for wisdom, those with supernatural power, or best hunters).
• Education is very informal.
• Emphasis of education is more on independence and self-reliant.
• **Better production system** compared to hunting and gathering society.
• **Division of labor begins** in the society.
• **Land ownership** as status symbol.
• **Social stratification more visible:**
  1. Royalty class
  2. Landlords – (minority group)
  3. Peasants/farmers, no land – (majority group)
  4. Class struggle between land owners and peasants over limited factors of land production; peasants were force to give their agriculture production/surplus for the land lords.
How Feudalism Works

**KING**
Provides money, army on demand
Bestows land on his many Nobles

**NOBILITY**
Provides military service and protection on demand
Bestows land on his many Knights

**KNIGHTS**
Provides military service and food on demand
Bestows land on his many Vassals

**VASSALS**

**FEUDAL SYSTEM**
- **KING**
  - Grants land to
  - Provide money and knights

- **BARONS**
  - Grant land to
  - Provide protection & military service

- **KNIGHTS**
  - Grant land to
  - Provide food and services

- **PEASANTS**
An agrarian society is one that is based on agriculture as its prime means for support and sustenance.

The society acknowledges other means of livelihood and work habits but stresses on agriculture and farming, and was the main form of socio–economic organization for most of recorded human history.

Rural economy (agricultural sector) supported urban economy (manufacturing and commercial sectors).

More complex division of labor.

Social stratification increases in complexity.
An agrarian system is a concept used to describe the dynamic set of economic and technological factors that affect agricultural practices.

It is premised on the idea that different systems have developed depending on the natural and social conditions specific to a particular region. Political factors also have a bearing on an agrarian system due to issues such as land ownership, labour organization and forms of cultivation.

As food security has become more important, mostly due to the explosive population growth during the 20th century, the efficiency of agrarian systems has come under greater review.
The basis for a prevailing agrarian system may be derived from one of a number of major types, including agrarian social structure, for example, tribal or ethnic divisions, feudal classes or family based systems.

Farming methods such as migratory herding of livestock are a common framework for which an agrarian system may evolve.

Other important kinds of system are based on the dominant political ideology such as communism or agrarian socialism.
Impact of Industrialization:

- Economy changes from agricultural based to industrial based, mass production, factory system, and wage earner
- Social structure changes e.g. from extended to nuclear family
- Political structure changes, e.g. from autocratic to democratic
Every industry uses energy, but there were a handful of energy-intensive industries that used the bulk of the energy consumed by the industrial sector.

The chemical industry was the largest industrial consumer of energy, followed closely by petroleum refining. The refining, chemical, paper and metal industries together used:

- 94% of the feedstock
- 92% of the byproduct energy
- 70% of total inputs of energy for heat, power and electricity generation
As industry grew in England, industrial cities became overcrowded, polluted and unhealthy places to live and work.

Gradually, however, the 19th century brought social improvements to workers, and they began to prosper.
POST–INDUSTRIAL SOCIETY

- A rapid increase in the size of the service sector as opposed to manufacturing.
- An increase in the amount of information technology–Information age.
- Information, knowledge and creativity are the new raw materials of such an economy.
- Agriculture and industrial combines to grow the civilization.
- The close dependency.
CONTINUE

- Work—continues to play important roles in human civilization – Work never stops.

- Advancing technology: faster, smaller, more integrated, more intelligent.

- The combination of technologies that are faster, smaller, more integrated, more intelligent fuels a divergence in production agriculture.
Agriculture practices that yield what people use in petroleum, fiber, and industrial applications take advantage of economies of scale and promote globalization and commoditization.

Meanwhile, those agricultural practices that result in what people eat such as nutraceuticals, place-based specialties, food with specific qualities (organic, faith-based, ethnic), and livestock, leverage economies of place and tend toward localization and customization.
CONTINUE

- The dichotomy prompted by the bifurcation of production agriculture feeds a creative tension along the continuum of energy.
- An energy that is usefully applied, has the potential to bring the association of agriculture and civilization into a more favorable balance than at any time in human history.
MASYARAKAT ASIA TENGGARA

- **Agraria**
  - Pertanian sara diri
  - Kumpul hasil hutan
  - Padi sawah dan padi huma
  - Penternakan binatang

- **Maritim**
  - Perdagangan
  - Pengumpulan hasil laut
  - Ahli pelayaran
• Nelayan – M
• Pengusaha tanaman – M
• Pelombong dan pekerja kuari – C
• Pekerja industri bukan logam – C
• Pembuat batu-bata dan tembikai – C
• Pembuat cat dan minyak – C
• Pekerja logam tidak bernilai – C
• Pekerja logam bernilai tinggi dan saduran – C
• Pekerja dan jurupegas elektrik – M
• Pembuat jam – C
• Pembuat barangan kulit – C
CONTINUE

- Tukang jahit – C
- Pembekal makanan, minuman & tembakau – C
- Pembuat perabut – C
- Pencetak dan jurugambar – C
- Pembina bangunan, pelapis batu–bata, pemotong batu dan kontraktur – C
- Pelukis dan penghias – C
- Pekerja pengangkutan dan komunikasi – C
- Perniagaan dan kewangan – C
- Pentadbiran awam dan pertahanan – M
- Kerani dan pembuat pelan– C
DEB – 1970AN

• Pertanian – 67.6% Melayu
• Perlombongan – 58.7% Cina
• Perniagaan/Perdagangan, pentadbiran Awam, Pelajaran, Pertahanan dan Kemudahan Awam – 45.5 % Cina v. 42.6% Melayu
• Peristiwa 13 Mei 1969
OCCUPATIONAL CLASSIFICATION

- Standard Occupational Classification System (SOC) used in the United States.
- Similar SOC systems are used in other countries including the UK, Canada, Spain, the Philippines, and Singapore.
Management occupations
Business and financial operations occupations
Computer and mathematical occupations
Architecture and engineering occupations
Life, physical, and social science occupations
Professional gambling occupations
Community and social services occupations
Legal occupations
Education, training, and library occupations
Arts, design, entertainment, sports, and media occupations
Healthcare practitioners and technical occupations
Healthcare support occupations
Protective service occupations
Food preparation and serving related occupations
Building and grounds cleaning and maintenance occupations
Personal care and service occupations
Sales and related occupations
Office and administrative support occupations
Farming, fishing, and forestry occupations
Construction and extraction occupations
Installation, maintenance, and repair occupations
Production occupations
Transportation and material moving occupations
Military specific occupations
The International Standard Classification of Occupations is an International Labour Organization (ILO) classification structure.

The ISCO–88 divides jobs into 10 major groups

With each group further organized into sub-major, minor and unit
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<td>SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS</td>
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INDUSTRY OCCUPATIONAL CLASSIFICATION IN MALAYSIA

- Industry is classified according to the Malaysia Standard Industrial of Classification (MSIC) 2000 published by the Department of Statistics, Malaysia.

- Occupation is classified according to the Malaysia Standard Classification of Occupations (MASCO) 1998 published by the Manpower Department, Ministry of Human Resources (old version).
Malaysian Standard Classification of Occupations 2008 has set the national benchmark of new occupational groups to reflect changes in the employment structure, economic development, technological and organizational changes in Malaysia.

- Widely used as the national standard in classifying information on occupations.
• MASCO–08 consists 1,024 new job titles with total of 4,247 job titles including 296 occupations exist in the public sector.

• MASCO–08 retains the basic principal of occupational classification, based on type of work and tasks or job performed and also the concept of skill level and skill specialization.

• 12 occupations has been dropped (redundant)

• 138 occupations needed to be reclassified, merged and split into various groups to reflect the current economic scenario and complexity of economic activities in certain sectors.
# TEN MAJOR GROUPS

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