

OXFORD CAMBRIDGE AND RSA EXAMINATIONS

A2 GCE

G674/01

SOCIOLOGY

**Exploring Social Inequality
and Difference**

MONDAY 16 JUNE 2014: Morning

DURATION: 2 hours

plus your additional time allowance

MODIFIED ENLARGED

Candidates answer on the Answer Booklet.

OCR SUPPLIED MATERIALS:

**12 page Answer Booklet (OCR12)
(sent with general stationery)**

OTHER MATERIALS REQUIRED:

None

READ INSTRUCTIONS OVERLEAF

INSTRUCTIONS TO CANDIDATES

Write your name, centre number and candidate number in the spaces provided on the front of the Answer Booklet. Please write clearly and in capital letters.

Use black ink. HB pencil may be used for graphs and diagrams only.

Answer questions 1 and 2 and EITHER question 3 OR question 4.

Read each question carefully. Make sure you know what you have to do before starting your answer.

INFORMATION FOR CANDIDATES

The number of marks is given in brackets [] at the end of each question or part question.

The total number of marks for this paper is 100.

Any blank pages are indicated.

INSTRUCTION TO EXAMS OFFICER/INVIGILATOR

Do not send this Question Paper for marking; it should be retained in the centre or recycled. Please contact OCR Copyright should you wish to re-use this document.

You will be assessed on your understanding of the connections between sociological thought and methods of sociological enquiry as they apply to the study of social inequality and difference. This is linked to the core themes of power, social inequality, socialisation, culture and identity. In your answers to questions you are therefore encouraged to draw upon aspects of social inequality and difference studied throughout your course.

Read the source material. Answer questions 1 and 2 and EITHER questions 3(a) and 3(b) OR questions 4(a) and 4(b).

SOURCE MATERIAL

Investigating Change at Work

McCabe wanted to investigate change in the workplace and explore how power affected relationships between management and workers. He conducted a case study into employment at a major UK bank which was trying to reduce the number of people employed and cut costs. McCabe discovered that many employees were facing greater workloads, a pay freeze and redundancies. However McCabe also noticed that there was little resistance to the increased pressure and poorer working conditions, even though many were very unhappy. The employees did not challenge the changes being introduced.

5

10

McCabe wanted to explore the reasons why these employees accepted these changes and tolerated conditions that made their working conditions much worse. The research was designed as a case study of three branches of the bank. The research involved a large number of unstructured interviews

15

of 45–60 minutes with 82 employees from these branches. Employees were interviewed individually and in groups. Management were asked to select the employees to be interviewed. Open-ended questions were used; for example, ‘What are the main changes you have seen in the company?’ and ‘What is it like to work here?’. The interviews were tape recorded and analysed afterwards to identify common themes and issues. 20 25

The case study also involved content analysis of secondary data such as documents produced by the bank and their employees during the introduction of the changes and new working conditions. The documents included management policies, descriptions of new procedures, training materials, notes of meetings and company videos. Some personal documents such as work diaries and job contracts were also used. 30 35

McCabe found that employees came to accept these changes because they needed a job to earn a living and couldn’t do anything about the situation. One employee said about the changes, ‘It’s got to be take it or leave it ... if you want to stay, that is what is expected of you’. This reflected the inequalities of power in workplace relationships. 40

McCabe found that acceptance was also due to the way that work may provide employees with a sense of shared purpose and identity. By working hard within teams they thought that they could help one another to enjoy success and gain financial reward for themselves and the bank as an organisation. This attitude encouraged the employees to accept the changes being introduced and act as willing workers 45 50

even though it may not have been in their own interests.

This case study concluded that the reasons why the workers accepted change were complex. These reasons were due to power inequalities and the way that the workers interpret their lives and give meaning to their work. 55

Adapted from ‘Accounting for Consent: Exploring the Reproduction of the Labour Process’, by Darren McCabe, in Sociology, Volume 45, Issue 3, 2011.

Use the source material AND your wider sociological knowledge to answer BOTH questions 1 and 2.

- 1 Outline and explain why secondary data is used in sociological research. [15]**
- 2 Outline and assess the view that case studies are the best way to research the attitudes of employees to change in the workplace. [25]**

Using your wider sociological knowledge answer EITHER questions 3(a) and 3(b) OR questions 4(a) and 4(b).

- 3 (a) Outline the evidence that young people experience inequality in the contemporary UK. [20]**
(b) Outline and assess the contributions sociologists have made to explain age inequality. [40]

OR

- 4 (a) Outline the evidence that some social classes are privileged in the contemporary UK. [20]**
(b) Outline and assess sociological explanations of the changing class structure. [40]

END OF QUESTION PAPER

BLANK PAGE



Copyright Information

OCR is committed to seeking permission to reproduce all third-party content that it uses in its assessment materials. OCR has attempted to identify and contact all copyright holders whose work is used in this paper. To avoid the issue of disclosure of answer-related information to candidates, all copyright acknowledgements are reproduced in the OCR Copyright Acknowledgements Booklet. This is produced for each series of examinations and is freely available to download from our public website (www.ocr.org.uk) after the live examination series.

If OCR has unwittingly failed to correctly acknowledge or clear any third-party content in this assessment material, OCR will be happy to correct its mistake at the earliest possible opportunity.

For queries or further information please contact the Copyright Team, First Floor, 9 Hills Road, Cambridge CB2 1GE.

OCR is part of the Cambridge Assessment Group; Cambridge Assessment is the brand name of University of Cambridge Local Examinations Syndicate (UCLES), which is itself a department of the University of Cambridge.

