


5.00 credits	30.0 h	Q2
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Teacher(s)	Scieur Philippe ;
Language :	French
Place of the course	Mons
Prerequisites	/
Main themes	<p>Introduction : what is sociology?</p> <ol style="list-style-type: none"> <li>1. Description and analysis of Taylorist, Fordist, Toyotist models in any form of organisation (business, administration, association).</li> <li>2. Presentation of the Weberian bureaucratic model with its pernicious effects: Rigidity, parallel power, resistance to change, crisis'</li> <li>3. Approaches of functionalist models.</li> <li>4. Critical presentation of the contribution of schools of psychology (human relations, motivation) to the knowledge of organisations.</li> <li>5. Use of strategic analysis, social regulations and the theory of conventions to illustrate how to resolve the core problem of the organisation ' people's compliance with the organisation's objectives ' which is not resolved through the coordination of tasks resulting from the scientific organisation of work.</li> <li>6. Identifying corporate cultures as both social logics structuring the organisation and giving meaning to the strategies of the players.</li> <li>7. Approach to change in organisations notably through the sociology of translation. Reference to modern-day problems in public and private management.</li> </ol>
Learning outcomes	<p><b>At the end of this learning unit, the student is able to :</b></p> <p>On completion of this course, students will be able:</p> <ul style="list-style-type: none"> <li>• to understand that organisations are collectives in which the pooling of resources to achieve an objective poses problems that cannot be solved by relying solely on techno-economic laws; that these organisations also have their own social control systems (corporate governance, power, conventions); that the actors have strategies that fit into this logic and that these must be taken into account to understand what is happening or if there is an intention to introduce changes.</li> <li>• to apply analytical models to specific concrete solutions and perform case studies.</li> </ul>
Evaluation methods	Oral examination
Teaching methods	<ul style="list-style-type: none"> <li>• Lectures</li> <li>• Case studies</li> </ul>
Bibliography	<ul style="list-style-type: none"> <li>• ETZIONI A. (1969), A Sociological Reader on Complex Organizations, 2nd ed., Holt, Rinehart and Winston.</li> <li>• FRIEDBERG E. (1993), Le Pouvoir et la règle. Dynamiques de l'action organisée, Seuil.</li> <li>• SCIEUR Ph.(2011), Sociologie des organisations. Introduction à l'analyse de l'action collective organisée, 2ème ed., Armand Colin (à paraître).</li> </ul>
Faculty or entity in charge	PSAD

<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Certificat d'université en communication interne	COIN9CE	5		
Master [120] in Communication (shift schedule)	COHM2M	5		