











5.00 credits

30.0 h

Q1

Teacher(s)	Dejean Karine ;
Language :	French
Place of the course	Bruxelles Saint-Louis
Prerequisites	<i>The prerequisite(s) for this Teaching Unit (Unité d'enseignement – UE) for the programmes/courses that offer this Teaching Unit are specified at the end of this sheet.</i>
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <p>Students will take over specific tools of thought to apprehend the organisations and their operation. The organisations' life is characterized by uncertain and sometimes contradictory complex situations. To consider this complexity, it is important to mobilize multiple perspectives. Students will therefore be taught to use these approaches and be made aware of the presuppositions and the values underlying each of them. At the end of this course, students will also be capable of looking critically at the contributions and the limits of the different approaches presented.</p> <p>Change having become a structural component of organisations' operation, the course will also get students to develop a reflection on the notions of change and conduct of change.</p> <p>Additionally, students will be capable of understanding the organisations' contemporary evolutions in light of the challenges they are facing in order to interpret the contemporary psychological pathologies developed in these organisations.</p>
Evaluation methods	The assessment is in two parts. The first relates to work analyzing an organization in subgroups (25 %). The second part consists of a written exam (75%). This part will include three questions: an application question and two comprehension question. A bonus point is awarded if the student has completed the three home works. In the event of failure in the first session, bonus points are not transferred to the second session.
Teaching methods	<p>On an educational level, the course will consist of lectures. It relies on a pedagogy of discovering concepts through studies of cases.</p> <p>Group work consisting of an analysis of an organisation based on interviews is expected.</p>
Content	<p>The course will present the big schools of thought in the area of organisations since the founders (Taylor, Ford, Fayol, Weber, Mayo) until the most recent perspectives (postmodern approaches, freedom-form company, lean management, agile company).</p> <p>It will address a series of central concepts in the theory of organisations: the organisation and its environment, the social structure of organisations, the organisational culture, leadership, power, the decision-making processes, the control processes, and conflicts.</p> <p>The questions of individual, organisational, and group identity will also be addressed. The situations of work will be analysed through the psychodynamic of work's angle.</p> <p>Finally, the processes of change within the organisations will also be studied:</p> <ul style="list-style-type: none"> - the models of change; - the management of planned change; - the management of resistances to change; the emerging change and the learning organisation.

<p>Bibliography</p>	<p>ANACT, l'entreprise libérée, Synthèse documentaire. Mission Veille et Management. Management de l'Information, septembre 2015</p> <p>Autissier, D., Moutot, J.M. (2010). Méthode de conduite du changement: diagnostic, accompagnement, pilotage. Paris, Dunod.</p> <p>Bareil, C. (2004). La résistance au changement: synthèse et critique des écrits, Centre d'études en transformation des organisations, Cahier n° 04-10 - Août 2004.</p> <p>Collerette, P. et Schneider, R. (2004). Le pilotage du changement: une approche stratégique et pratique. Presses de l'Université du Québec.</p> <p>Bergeron, H. et alii (2016). L'enseignement de la sociologie des organisations. Entreprise et histoire, n°84, vol.3, 123-142.</p> <p>Foudriat, M. (2007). Sociologie des organisations. Paris : Pearson Education</p> <p>Gérard A. (2017). Le patron qui ne voulait plus être chef. Flammarion.</p> <p>Getz, I et Carney, B. (2013). Liberté et cie. Quand la liberté des salarié fait le bonheur des entreprises, Flammarion.</p> <p>Hatch, M. J. (2000). Théorie des organisations : de l'intérêt de perspectives multiples. De Boeck Université, Bruxelles.</p> <p>Johnson, G., Scholes, K., Whittington, R., Fréry, F. (2008). Stratégique. Pearson Education France.</p> <p>Hatch, M. J., & Cunliffe, A. L. (2009). Théorie des organisations: de l'intérêt de perspectives multiples. De Boeck Supérieur.</p> <p>Kets de Vries, M. (2002). Les mystères du leadership. Pearson Education France, Paris.</p> <p>Misset, S. (2017). Introduction à la sociologie des organisations, Armand Colin, Paris.</p> <p>Morgan, G. (1999). Images de l'organisation. Québec : Presses de l'Université Laval.</p> <p>Prax, J.Y (2012). Le manuel du knowledge management : mettre en réseau les hommes et les savoirs pour créer de la valeur. Dunod, Paris.</p> <p>Lazega, E. (1994) . Analyse de réseaux et sociologies des organisations. Revue française de sociologie. N35-2, p. 293-320.</p> <p>Reynaud les règles du jeu. L'action collective et régulation sociale. Armand Colin 1989.</p>
<p>Faculty or entity in charge</p>	<p>ESPB</p>

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Bachelor in Information and Communication	COMB1BA	5	BESPO1160	
Bachelor in Information and Communication (French-English)	COAB1BA	5	BESPO1160	
Bachelor in Information and Communication (French-Dutch-English)	COTB1BA	5	BESPO1161	
Bachelor in Economics and Management	ECGB1BA	5	BPOLS1110 OR BESPO1162 OR BESPO1163 OR BESPO1160	
Bachelor in Economics and Management (French-English)	ECAB1BA	5	BESPO1160 AND (BPOLS1114 OR BESPO1165 OR BESPO1164)	
Bachelor : Business Engineering	INGB1BA	5	BPOLS1110 OR BESPO1162 OR BESPO1163 OR BESPO1160	
Bachelor : Business Engineering (French-English)	INAB1BA	5	BESPO1164 OR BESPO1165 OR BPOLS1114	
Bachelor in Sociology and Anthropology	SOCB1BA	5	BESPO1160	
Bachelor in Sociology and Anthropology (French-English)	SOAB1BA	5	BESPO1160	
Bachelor in Political Sciences	SPOB1BA	5	BESPO1160	
Bachelor in Political Sciences (French-English)	SPAB1BA	5	BESPO1160	