



Faculté des sciences économiques, sociales et politiques

ESPO

TRAV2114 **Psycho sociological analysis of labour relations**

[30h] 4 credits

Teacher(s): Thomas Perilleux
Language: french
Level: 2nd cycle course

Aims

To place the issue of collective action in organisations by situating it in a psychological, cultural and socio political context.
 To adopt a global perspective that connects and links the psychological and sociological dimensions of labour relations.
 To provide theoretical and methodological tools for analysing labour relations and the way that organisations function.

Main themes

The themes that this course will address will include:
 social relations, organisational culture, ideology, violence, inequalities, integration and differentiation, hierarchy, disputes, power, authority, legitimations, obedience, autonomy, the social construction of the ego, affective relations, mental health and illness, the management of differences, negotiations, and the organisation as a socio mental system.

Content and teaching methods

The course is in two parts. Each part will seek to link the subjective and social dimensions of labour relations.

1. Labour relations in a context of experiencing power: the dynamic of authority and group work. Themes to be addressed will include power, authority and leadership; legitimacy, obedience and autonomy; roles, status, and institutional framework; and the structuring of a group and teamwork.
2. Work in the context of judgement: the dynamic of recognition. Themes to be addressed will include dispensing with labels, creativity, and self accomplishment; excellence and organisational control; principles of justice, and norms and forms of coordination.

The teaching methodology will be active and interactive. It will emphasise personal learning and exchanges within the group. In particular, it will rely on the prior reading of reference books for each session.

Other information (prerequisite, evaluation (assessment methods), course materials recommended readings, ...)

Learning will be assessed half on the basis of worked carried out in a group, and half on the basis of an oral examination that will test the acquisition and an understanding of the key concepts presented during the course and in reading.

This course forms part of a study programme given in the evening and/or on Saturdays.

Other credits in programs

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| TRAV21 | Première licence en sciences du travail | (4 credits) | Mandatory |
| TRAV2M1/GE | Master en sciences du travail (générale) | (4 credits) | |