

Faculty of Psychology and Education Sciences



PSP1216

Organisational Psychosociology

[30h+5h exercises] 3 credits

This course is taught in the 2nd semester

Teacher(s): Florence Stinglhamber
Language: French
Level: First cycle

Aims

To allow the students

- to consider the organisations as complex systems interacting with the environment
- to spot the organisational logics crossing and structuring the institutions, particularly in terms of power, collegial administration, coordination, control, standardisation, work organisation, relationship with the environment;
- to spot the action logics leaning on these features differentiating various levels of piloting and of regulation

Main themes

- emergence of the systemic paradigm in the field of organisational analysis and of management: interests and limits
- historical survey of the main theoretical currents: Taylor, Fayol, Weber, Mayo, Lewin, Herzberg, Crozier, Mintzberg# Special attention will be given to the underlying psychosociological postulates.
- Constituent dimensions of an organisation: structures, contingencies, goal systems, participants, internal and external influences, configurations and organisational forces.
- Theoretical survey of some general processes: communication, leadership, motivation, organisational culture

Content and teaching methods

To allow the students

- to consider the organisations as complex systems interacting with the environment
 - to spot the organisational logics crossing and structuring the institutions, particularly in terms of power, collegial administration, coordination, control, standardisation, work organisation, relationship with the environment;
 - to spot the action logics leaning on these features differentiating various levels of piloting and of regulation
- Exercises : constitution of folders presenting (for a further analysis) the companies/organisations on the basis of documents collected during field visits, student jobs, web consulting#

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

Lectures, case studies, readings portfolio

Other credits in programs

PSP12BA	Deuxième année de bachelier en sciences psychologiques et de (3 credits) l'éducation	Mandatory
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