

## Faculty of Psychology and Education Sciences



PSY2270

### Case study in intervention and organisational change

[30h] 3 credits

This course is taught in the 2nd semester

**Teacher(s):** Michel Bonami  
**Language:** French  
**Level:** Second cycle

#### Aims

- to introduce the students to the question of strategic management of human resources in the companies and organisations and to the related dynamics of change;
- to introduce them to the reflective approach (with professionalizing view) about the psychosociological interventions developed inside an environment characterized by complexity and uncertainty, including in this reflective approach, when it is possible, the experience acquired during the practical training.

#### Main themes

- theory of the firm (economical positioning on a "quasi-market") and of the organisation (social and psychological dynamics); strategic management and radical change (Allaire and Fitsirotu)
- organisational configurations (Mintzberg) and models of management of human resources (Pichault)
- major theoretical and methodological trends concerning the intervention in companies and organisations linked with various conceptions of the organisational change (induced, emergent, planned, radical)
- analysis of the interventions according to the crozierian model of the "concrete action system" which implies a multiplicity of doers, stakes, modes of influence and of structuration of the interactions.
- piloting, regulation and evaluation of the interventions in the companies and in the organisations, according to the organisational configurations and to the effects aimed about the management of human resources.

#### Content and teaching methods

- to introduce the students to the question of strategic management of human resources in the companies and organisations and to the related dynamics of change;
- to introduce them to the reflective approach (with professionalizing view) about the psychosociological interventions developed inside an environment characterized by complexity and uncertainty, including in this reflective approach, when it is possible, the experience acquired during the practical training.

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

Personal readings, case studies from the literature, structuring of cases presented by the teacher and by the students

#### Other credits in programs

PSY23/2	Troisième licence en sciences psychologiques (Psychologie sociale et des organisations)	(3 credits)	Mandatory
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