

Faculty of Economic, Social and Political Sciences



SCOM2200 Psycho-sociology of organisations

[30h+15h exercises] 5 credits

Teacher(s): Thomas Perilleux
Language: French
Level: Second cycle

Aims

At the end of the class, students should be able to

- develop the main concepts of the clinical approach in sociology of work and organisations;
- adopt a global perspective on organisational process integrating and articulating the socio-affective and the socio-political dimensions;
- be aware to the relational dynamics;
- become familiar with the specific tools and methodologies of this approach.

Main themes

The course aims to develop an analysis about the "subjective condition" in the organisations. It proposes to study the organisational processes as a treatment of the individual's differences, aiming to promote "deliberation" in the collective activity. The themes are included in different levels that the purpose aims to articulate:

- on a socio-affective and existential level: pleasure, angst, suffering, recognition, affective relationship at work; social construction of self, search of meaning, pathologies of performance;
- on an ideological level: organisational culture, managerial ideology, models of "excellence" and "self-making" in contemporaneous society;
- on an organisational level : institution of rules, bureaucracy and flexibility, power and authority, violence and legitimacy, communication, negotiation, management of conflicts, organisational

Content and teaching methods

Content

Social relations, culture, ideology, violence, inequalities, hierarchy, conflicts, power, authority, obedience, personal and social autonomy, the social construction of the ego, mental health, the management of differences, negotiation, and the socio-mental system.

Methodology

- Lectures with a syllabus and reading.
- Exercises: Individual theoretical work and case studies/surveys in small groups.

Programmes in which this activity is taught

ECGE3DA/GE Diplôme d'études approfondies en économie et gestion
(sciences de gestion)

Other credits in programs

COMU22/RP Deuxième licence en information et communication (Relations (2 credits)
publiques et communication d'organisation)

ECAP22 Deuxième licence en sciences de gestion (5 credits) Mandatory