

Faculty of Psychology and Education Sciences



PSY2006

Organisational psychosociology

[30h] 3 credits

This course is taught in the 1st semester

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

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

Lectures, case studies, readings portfolio