

## Faculty of Economic, Social and Political Sciences



### SCOM2200 Psycho-sociology of organisations

[30h+15h exercises] 5 credits

**Teacher(s):** Thomas Périlleux  
**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.

#### Other credits in programs

<b>COMU22/RP</b>	Deuxième licence en information et communication (Relations publiques et communication d'organisation)	(2 credits)	
<b>ECAP22</b>	Deuxième licence en sciences de gestion	(5 credits)	Mandatory