

## Faculty of Economic, Social and Political Sciences



### SCOM2950 Psychosociological analysis of organisations

[45h] 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

#### Other credits in programs

**MULT21MS** Première année de master en communication multilingue, à (5 credits)  
 finalité spécialisée en langues des affaires

**MULT22MS** Deuxième année de master en communication multilingue, à (5 credits)  
 finalité spécialisée en langues des affaires