



2SL4000 – Sociology of organizations

Instructors: Cynthia Colmellere

Department: DÉPARTEMENT SCIENCES HUMAINES ET SOCIALES

Language of instruction: FRANCAIS, ANGLAIS

Campus: CAMPUS DE PARIS - SACLAY, CAMPUS DE RENNES, CAMPUS DE METZ

Workload (HEE): 20

On-site hours (HPE): 12,00

Description

This course is an introduction to the sociology of organizations. This part of sociology studies individual and collective behaviors within constituted human groups: organizations.

This course provides theoretical and methodological knowledge in organizational sociology and psychosociology for use in real contexts of problem-solving and change. This course covers the main phenomena in organizations: decisions, strategies, power, negotiations, conflict... It also helps to understand dysfunctions and deviance phenomena in organizations. A typology of the forms and modes of functioning of organizations allows students to address some common problem situations.

Quarter number

SG6

Prerequisites (in terms of CS courses)

Economic, business administration, business games

Syllabus

This course in the sociology of organizations deals with the following notions:

- Introduction to sociology (concepts, methods, foundations, scientificity).
- The notions of organization, institution, organized group.
- The founding works of the sociology of organizations: F. W Taylor (doctrine, scientific organization of work (OST); H. Ford (Fordism), Toyotism
- The doctrines of work organization, the rationalization of work, from the industrial revolution to the most recent developments of capitalism (dematerialization of work, platforms),
- The notion of work

Each notion is approached from a theoretical point of view and examples (situations, surveys) in various formats.



- Norms and rules in organizations, compliance, adaptations, deviance
- The bureaucratization of organizations
- Notions of power, authority, legitimacy, domination.
- Introduction and practice of strategic and systemic analysis of organizations
- Criticisms of the strategic analysis of organizations and proposals: new approaches to analyze human and social dynamics in organizations.

Class components (lecture, labs, etc.)

This teaching consists of courses and TDs. It combines theoretical contributions, exercises, case studies, simulations... Examples and practical cases are taken from different fields: companies and industries, institutions (political, educational), associations. This variety of situations and contexts is intended to facilitate the implementation of the proposed concepts and methods.

The course is given in French but reference texts (from a textbook) are given in English.

A Td is offered in English in its entirety on the Gif campus,
On the Rennes and Metz campuses, one of the two Td's is given in French but the interaction with the teacher can be in English.

Grading

The proposed evaluation methods are: An individual evaluation: 3-hour table-top exam, without documents, course questions, and case study. 100 % final score

Course support, bibliography

Amblard, H., Bernoux, P., Herreros, G., Livian, Y.-F., Les nouvelles approches de la sociologie des organisations, Paris, Seuil, 2007 (3ème édition augmentée).

Ballé C., La sociologie des organisations, Bidet, A., Borzeix, A. Pillon, T., Rot, G. et F. Vatin (coordinateurs) (2006). Sociologie du travail et activité, Toulouse : Octarès Editions, 2006.

Chamayou G. La société ingouvernable. Une généalogie du libéralisme autoritaire, Paris, La Fabrique, 2018

Crozier M., Le phénomène bureaucratique, Paris, Seuil, 1963

Crozier M., Friedberg E., L'acteur et le système, Paris, Seuil, 1977.

Graeber, D. Bureaucratie. L'utopie des règles, Paris, Les Liens qui libèrent, 2015,

Hely, M., Moulevrier, P., L'économie sociale et solidaire, de l'utopie aux pratiques, Paris, La Dispute, 2013.

Linhart, R. L'établi, Paris, Editions de minuit, 1978.



Seris, J.-P., Qu'est-ce que la division du travail, Paris, Vrin, 1994.
Stroobants, M., Sociologie du travail, Paris, Amand Colin, 2010 (3ème édition).
Terkel S., Working, Histoires orales du travail aux Etats-Unis, Paris, Editions Amsterdam, 2005 (1st Edition 1972, 1974)
Weber M., L'Éthique protestante et l'esprit du capitalisme, Paris, Plon, 1964.
Weber M., Économie et Société, Paris, Plon, 1971
Weber M., La domination, Paris, La Découverte, coll. « Politique & sociétés », 2013, édition critique française établie par Yves Sintomer, traduction française par Isabelle Kalinowski

Resources

- Teaching team (names of the teachers of the lectures): Cynthia Colmellere (Gif), Natacha Chetcuti Osorovitz (Rennes et Metz)
- Size of the TDs (default 35 students): 40

Learning outcomes covered on the course

- Acquire methods and practices of reasoning to explain behaviors in reference to interests, strategies, values, and experiences
- Acquire a way of thinking about problems in organizations that avoids explanations limited to personality or individual psychological characteristics.
- Understand failures and successes in change processes in organizations.
- Understand the systemic complexity in organizations (companies, institutions, administrations) by taking into account the human and social dimensions and the context.
- Understand the strength of the logic of actors at the individual and collective level

Description of the skills acquired at the end of the course

- analysing problems in organizations avoiding explanations limited to personality or individual psychological characteristics.
- analysing failures and successes in change processes in organizations.