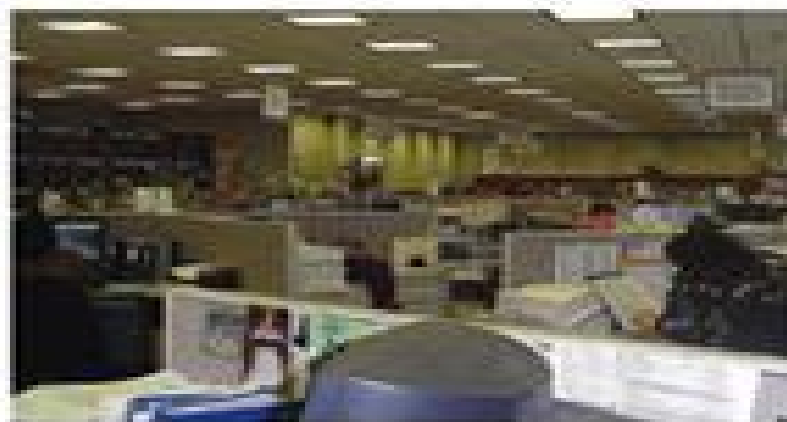


Pierre CHAUDAT
et Renaud MULLER

LES NOUVELLES ORGANISATIONS
DU TRAVAIL :
ENTRE SOUFFRANCE ET PERFORMANCE

Préface de Georges Tépée



L'Harmattan

LOGIQUES SOCIALES

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Les nouvelles organisations du travail: entre souffrance et performance Renaud Muller, Pierre Chaudat, 2011-02-01 Les symptômes de pénibilité au travail se sont multipliés et diversifiés au point de questionner l'impact des nouvelles organisations du travail sur la souffrance des individus et la performance des organisations. Il est d'abord question d'analyser et d'interpréter les nouvelles pénibilités travers l'évolution de nos organisations occidentales. Les auteurs témoignent des différents dangers auxquels les salariés sont exposés et proposent des pistes de régulation: le changement collectif, les espaces personnels et la reconnaissance de l'intimité ou le développement de nouvelles compétences. 100 idées pour mieux gérer son équipe Alex Mucchielli, 2021-02-09 Il existe de très nombreux facteurs dans l'environnement culturel comme dans l'environnement immédiat de travail dont il faut tenir compte pour conduire une équipe au succès et la satisfaction. Néanmoins, le facteur essentiel demeure le manager lui-même et ses manières de faire. Cet ouvrage a été conçu pour que le manager ou futur manager puisse trouver des réponses pertinentes ses problèmes afin de lui permettre de développer son propre management au regard de son environnement et de ses objectifs. La parole libérée en entreprise David Autissier, Jean-Yves Guillaud, 2017-08-24 Les médias font régulièrement leur une sur l'essor de l'économie collaborative. S'appuyant sur des piliers tels que la confiance, la transparence de l'information, la parole libre et la responsabilisation, une nouvelle forme d'entreprise qu'il est aussi possible de qualifier de collaborative est en train de naître. C'est une véritable plongée dans les enjeux, la culture et les pratiques collaboratives des entreprises contemporaines que propose cet ouvrage collectif et inédit. Fruit d'une démarche d'écriture collaborative entre les principaux acteurs du développement de l'innovation managériale collaborative, la FDJ son laboratoire véritable aventure humaine a duré un an. Ce livre est destiné à ceux qui vivent, explorent, expérimentent ou veulent développer le collaboratif au quotidien, à partir de l'exemple concret de la FDJ. Il présente la fois une définition, une réflexion et un retour d'expérience montrant aussi que l'accès à une entreprise pleinement collaborative est parfois semé d'embûches sur ce que peut être une entreprise de plus en plus collaborative qui libère la parole de ses salariés dans une logique de promotion de l'autonomie, de la responsabilité, de la transversalité et bien entendu de la performance collective. *Former les enseignants au XXI^e siècle* Luc Ria, 2016-11-24 Un ouvrage passerelle entre la culture universitaire et la culture professionnelle pour contribuer à faire bouger les lignes de la formation des enseignants dans la francophonie. *Homo Anthropologicus* Jean-François Chanlat, 2024-07-05 Skillfully analysing the challenges posed by management practices to the human condition. Jean-François Chanlat examines the sociological evolution of modern management. This book acts as a crucial pedagogical guide to the history and essence of managerial operations. **Psychopathologie du travail** Christophe Dejournès, Isabelle Gernet, 2016-01-12 Synthétisant tous les aspects théoriques de la psychopathologie au travail, cet ouvrage de référence vous permet de comprendre les rapports entre santé mentale et travail. Cependant, la compréhension des décompensations psychopathologiques liées au travail nécessite de disposer de données précises concernant la situation et l'organisation du

travail proposées par les sciences du travail le fonctionnement psychique et les expressions symptomatiques proposées par la psychologie clinique la psychanalyse et la psychosomatique Renouvelée et mise jour cette 2e édition rend ainsi compte des dernières avancées stratégiques collectives de défenses et nouvelles formes d'organisation du travail adolescence et travail sublimation et travail défenses et genre domination et régulation du travail Ce livre de référence vous présente les fondements historiques et conceptuels du rapport subjectif au travail les principales entités psychopathologiques associées complètes d'une approche clinique des incidences psychopathologiques liées aux nouvelles formes d'organisation Enfin sont présentés les modalités d'intervention et les dispositifs institutionnels de prise en charge des troubles associés

Evitez le stress de vos salariés Hubert Landier, Bernard Merck, Pierre-Eric Sutter, Stéphanie Baggio, Églantine Loyer, 2011-07-07 Les salariés heureux font les entreprises performantes Le stress au travail est l'un des problèmes majeurs auquel les organisations doivent faire face L'enjeu va bien au-delà des risques en matière de santé mentale le stress des salariés

L'Individu dans l'organisation Jean-François Chanlat, 1990 À l'intérieur du cadre très large du comportement organisationnel chacun des 32 collaborateurs développe une perspective particulière en s'appuyant sur des disciplines jusque-là tenues à l'écart linguistique psychanalyse sur des mouvements en émergence sciences de la cognition ou encore sur la norme héritage des disciplines inspiratrices anthropologie sociologie psychologie sociale psychologie

Repère ,2012 De l'ère glaciaire des politiques sociales à la refonte de nos métiers ,2024-05-30 Il y a plus de 20 ans apparaissaient les textes de modernisation sociale Des droits supplémentaires sont formalisés pour les usagers mais paradoxalement sous ce concept d'évaluation les pratiques sont enserrées dans des processus normatifs trop stricts Cette standardisation qui n'a d'autre nom que la rationalisation des coûts produit une rupture avec un modèle de société basé sur l'humain l'éthique et la solidarité normes ISO d'assurance qualité tarification l'acte viennent démembrer jusqu'à nos institutions notre hôpital de service public et traitent le vivant comme pur objet de production Ne sommes-nous pas confrontés ici la plus grande imposture du XXIe siècle Zarka Après avoir analysé la structure de ce discours le moment est venu de reconsidérer cette logique contre-productive génératrice de souffrance et de perte de sens et de dire non à l'absurde Cet ouvrage collectif donne la parole à divers professionnels de formation transdisciplinaire L'ère glaciaire générée par ce non-management engrange depuis les années 80 la nécessité d'une ouverture d'un débat citoyen et de restaurer nos valeurs démocratiques

Nostalgic Cooks Sylvie-Anne Mériot, 2006 Why is it that in France a country renowned for its gastronomy chefs tend to develop a nostalgia syndrome Having been taught how to work in the most prestigious restaurants they soon discover another reality in everyday restaurants or cafeterias chefs have to cope with family constraints and are often forced to accept positions in standardized organizations that leave little room for daily inspiration Feeling the burden of their professional commitments these chefs are considered as having made an egotistic professional choice both by society and the French educational system With this in mind their identity is distorted regardless of possible improvements in working conditions This book analyses vocational identities in French foodservices in their

different stages and diversity using international and inter industry comparisons in the sociological field of professional groups

Les inrockuptibles ,2009

Economie et management de l'entreprise Josse Roussel,2011-10-01 Cet ouvrage puise dans les ressources analytiques des sciences économiques pour nous offrir une représentation fidèle de la firme d'aujourd'hui organisation complexe structurée autour de grandes fonctions plongée dans un environnement concurrentiel synonyme d'autant de menaces que d'opportunités L'auteur met jour la fécondité des approches économiques notamment nouvelles institutionnelles pour manager l'entreprise avec succès Le management de demain sera économique ou ne sera pas

Le travail Serge Le Roux,2007

Le Droit ouvrier ,2009

Où est passée la justice sociale? Ivan Sainsaulieu,Emmanuelle Barozet,Régis Cortéséro,David Mélo,2019 Dans un contexte d'accroissement des inégalités en France comme dans le monde notamment au Mexique au Québec ou au Brésil les contributeurs interrogent l'existence de la justice sociale et les tentatives pour reformuler ou réinventer la démocratie sociale et politique Ils mettent galement en lumière la fragmentation de cette justice sociale et le développement de clivages communautaires

Electre

Extension du domaine du management Fabrice Liegard,Guillaume Marguerie,2011-06-01 Par sa connexion avec le néolibéralisme le management se convertit en une forme insuffisamment identifiée de gouvernementalité globale Quels éclairages peuvent nous apporter les sciences humaines sur les conséquences de cette extension du discours managérial pour chacun d'entre nous que nous soyons étudiant salarié militant associatif ou patient Pourquoi le discours du néomanagement s'est-il imposé aussi facilement Quelles conséquences pour la démocratie

Modèles culturels et performances économiques Jean Brilman,1981 Overview of behavioural and cultural factors affecting economic and social development examines the role of individuals entrepreneurs social classes national level and international communitys the state trade unions and interest groups in modern society discusses the global social system value systems consumer behaviour acculturation processes bureaucracy labour markets and technological change and implications for social change includes comparison of France Japan and USA Bibliography statistical tables

Problèmes politiques et sociaux ,2001

Travail et emploi ,2012

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