

La résistance au changement organisationnel

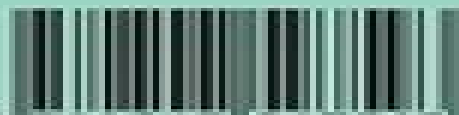
La notion de résistance, en tant que posture défavorable au changement, n'est en fait qu'une vue de l'esprit sans consistance. Si la littérature sur le changement utilise largement le concept de résistance psychologique, elle ne se fait, en parallèle, guère l'écho de la valorisation dont celui-ci fait l'objet.

Notre réflexion s'engage dans une attitude positive de la résistance par une réflexion sur les formes de la cognition et le travail en société, que nous baptisons de « cognition sociale des organisations ». Cette approche unit l'histoire des individus et des organisations à l'expérience d'un travail de terrain.

Cette nouvelle édition traite des risques psychosociaux associés au changement et à la résistance organisationnelle. L'environnement impose une contrainte, facteur de stress à l'individu en adaptant sa réponse à la situation. Les outils d'analyse psychosociologique prennent en compte les deux grands axes des risques psychosociaux (psychologiques et relationnels). Ils vont permettre de travailler à la fois sur l'individu (le salarié) et l'ensemble des salariés (le groupe).



Docteur en sciences de gestion, Gilles TENEAU est consultant sénior en organisation au sein du groupe Sogeti/Cap Gemini. Il est chargé de cours au CNAM, Président du Centre d'Investigation et de Recherche en Résilience Organisationnelle (CIRERO).



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La Réacutesistance Au Changement Organisationnel Perspectives Sociocognitives

**Groupe de recherches en
communication des organisations
(Université de Bordeaux III)**



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Le changement organisationnel Groupe de recherches en communication des organisations (Université de Bordeaux III), 1993

Changement organisationnel dans une perspective d'apprentissage Luminia Cismigeanu, 2018 Issue d'un besoin présent dans la pratique de tous les jours des organisations cette étude part d'une volonté d'aider l'organisation à s'approprier le changement par une utilisation efficace de sa capacité d'apprentissage Bien que la profession d'Agent de changement ne soit pas très répandue nous pensons qu'elle revêt une importance capitale quant au développement de la capacité organisationnelle à évoluer Cette étude est située dans le champ de la recherche en développement des pratiques professionnelles en milieu de travail et s'inscrit dans un cadre socioconstructiviste Elle vise à comprendre le rôle de l'Agent de changement et à créer ses compétences Pour ce faire nous utilisons une étude de cas auprès d'une population oeuvrant dans le domaine de l'industrie des services Nos acteurs sont des gestionnaires ayant un rôle d'Agent de changement dans leur organisation Nous interrogeons la portée de leur rôle dans l'organisation et les conditions nécessaires à leur développement professionnel Notre conclusion avance l'idée que l'apprentissage continu en organisation soutient le développement d'un savoir évoluer de l'Agent de changement nécessaire dans l'appropriation du changement par l'organisation l'aide d'un répertoire des compétences ainsi que les conditions aptes à favoriser leur développement nous proposons un modèle d'apprentissage continu qui prend en compte la notion de Responsabilité Sociale des organisations

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