

Mats ALVESSON
Dénaturalisation et émancipation comme projet scientifique en
management

Damon Golsorkhi
Isabelle Huault

Mats Alvesson occupe une place singulière dans le paysage des grands auteurs en management. Il demeure l'un des initiateurs et l'une des figures marquantes des études critiques (les *Critical Management Studies*, CMS). Diverses et éclectiques, ses analyses couvrent tout autant les dimensions épistémologique, théorique que méthodologique. Loin de s'adonner au pur travail conceptuel et réflexif, Mats Alvesson démontre une forte appétence pour la démarche empirique, ce qui le conduit à développer des analyses originales et parfois iconoclastes autour des questions de méthode. Sa rigueur, le foisonnement et l'originalité des thèmes qu'il aborde en font un auteur doté d'une très forte légitimité, tant en Europe qu'aux Etats-Unis.

Mats Alvesson s'est tour à tour intéressé à la question de la culture organisationnelle, aux firmes à haute intensité de connaissance, à la problématique du genre ou encore du leadership. Dans chacune de ses recherches, il ébranle le « managérialisme » qui tient pour acquises la légitimité et l'efficacité des modèles établis de pensée et d'action, met en évidence les asymétries de pouvoir, dénonce les « fermetures discursives », dévoile les phénomènes de domination, et s'engage dans une entreprise de « dénaturalisation » des phénomènes managériaux contemporains.

Les premières recherches de Mats Alvesson ont été consacrées à la question de la culture organisationnelle, recherches dans lesquelles il s'oppose à une conception réifiée et purement fonctionnaliste de la culture. Puis, soucieux de confrontation avec le terrain, il adopte une posture interprétative pour mieux comprendre le fonctionnement des services professionnels à forte intensité de connaissances (les SSII, les cabinets d'avocats, les cabinets de conseil ou encore les agences de publicité). Il porte alors un regard critique sur l'idéologie et le discours dominant autour de la connaissance. Il s'attache ensuite à approfondir des thèmes comme le genre dans les organisations ou plus récemment le *leadership*. Il investit également le champ de la méthodologie et y déploie une pensée originale. Au-delà de la pure instrumentation et des techniques, il se focalise sur la philosophie des sciences et la question centrale de la réflexivité.

La présente contribution s'articule autour de quelques axes-clés de la pensée d'Alvesson, et vise à en montrer la portée. Elle ne couvre cependant pas l'ensemble de l'oeuvre d'un auteur trop prolixe pour qu'une courte synthèse puisse en saisir toute la richesse.

Nous situons en premier lieu les travaux d'Alvesson dans le champ des études critiques (1) et nous mettons en évidence la particularité de ses analyses en matière méthodologique (2). La présentation de quelques-uns des objets étudiés constituent ensuite des illustrations emblématiques de la posture de cet auteur (3).

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Table of Contents Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management

1. Understanding the eBook Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - The Rise of Digital Reading Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Advantages of eBooks Over Traditional Books
2. Identifying Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management

- User-Friendly Interface
- 4. Exploring eBook Recommendations from Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Personalized Recommendations
 - Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management User Reviews and Ratings
 - Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management and Bestseller Lists
- 5. Accessing Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management Free and Paid eBooks
 - Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management Public Domain eBooks
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 - ePub, PDF, MOBI, and More
 - Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management Compatibility with Devices
 - Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Highlighting and Note-Taking Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Interactive Elements Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management

8. Staying Engaged with Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
9. Balancing eBooks and Physical Books Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Setting Reading Goals Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Fact-Checking eBook Content of Mats Alvesson Deacutenaturalisation Et Eacutemancipation Comme Projet Scientifique En Management
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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