



Entreprise
& Société

Florence Osty
Renaud Sainsaulieu
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Les mondes sociaux de l'entreprise

- Penser le développement
des organisations •

Édition revue et actualisée



La Découverte

Les Mondes Sociaux De Lentreprise

Frédérique Alexandre-Bailly



Les Mondes Sociaux De L'entreprise:

Les mondes sociaux de l'entreprise Florence Osty, Marc Uhalde, Renaud Sainsaulieu, 2013-12-12 Le succès de la typologie des mondes sociaux d'entreprise atteste de l'intérêt pour des travaux aisément accessibles et utilisables dans la pratique Une enquête de grande ampleur a été menée dans les années 1990 auprès d'une centaine d'organisations françaises de toutes tailles entreprises privées publiques administrations Leur fonctionnement socio-économique a été finement analysé dans ses différentes dimensions stratégiques de gestion modes d'organisation mais aussi cultures de travail et formes de relations entre acteurs cette analyse fait apparaître des mondes sociaux d'entreprise apportant un regard neuf par rapport aux typologies classiques par taille ou secteur d'activité En 1995 Renaud Sainsaulieu Isabelle Francfort Florence Osty et Marc Uhalde publiaient un ouvrage devenu depuis une référence restituant les résultats de cette enquête La présente édition en propose une refonte complète actualisée plus synthétique et accessible Les données de l'enquête y sont confrontées aux récents débats d'interprétation de l'évolution du monde du travail et des organisations identifiées par le travail processus de modernisation nouvelles formes de domination dans les entreprises etc Un nouveau chapitre complète les analyses initiales sous l'angle des processus de changement et des conditions pratiques d'intervention dans les entreprises répondant ainsi à l'évolution de la recherche et l'intérêt croissant des praticiens pour les sciences sociales L'ouvrage offre par ailleurs un panorama des recherches récentes menées sur le monde du travail Un ouvrage essentiel pour les étudiants experts et décideurs socio-économiques cherchant des grilles d'analyse du fonctionnement social des organisations

Les mondes sociaux de l'entreprise Isabelle Francfort, Florence Osty, Renaud Sainsaulieu, Marc Uhalde, 2001

Comportements humains & management Frédérique Alexandre-Bailly, 2006

La Responsabilité Sociale de l'Entreprise Nicolas Postel, 2011-05 La Responsabilité Sociale des Entreprises est une énigme mode passage relevant de la communication ou L'ouvrage est conçu dans le double but d'analyser et d'éclairer ce phénomène et d'en proposer une manière accessible au non spécialiste Une trentaine de spécialistes de sciences sociales droit sociologie économie gestion histoire sciences

International Encyclopedia of Organization Studies Stewart Clegg, James R. Bailey, 2007-08-28 Organization studies although a relatively recent notion has roots that go back at least to the early days of the twentieth century The study of how people construct organizations how they use the structures processes and practices that they have designed and how these in turn use people organize social relations construct institutions organize them and consecutively enable them to organize us has matured along multiple fronts Over the last two decades more diverse approaches drawing on more qualitative and ethnographic styles of research have predominated This Encyclopedia represents both the older and the newer styles of work with their respective concerns The International Encyclopedia of Organization Studies is the definitive description of the field spanning individual organizational societal and cultural perspective in a cross disciplinary manner The old model of a North American core exporting its domain assumptions to the rest of the world while by no means absent is less marked than it used to be Thus editors Stewart R Clegg and James R Bailey

have sought to capture much of the cutting edge thinking that characterizes the best scholarship in the United States and elsewhere The Encyclopedia is thoroughly cross referenced and entries are based around a series of broad themes Key Features Offers a comprehensive overview of many of the major ideas concepts terms and approaches that characterize this diverse field of organization studies Illustrates the fluidity dynamism and innovation that now occur in organization studies internationally Brings together a team of international contributors from the fields of management psychology sociology communications education political science public administration anthropology law and other related areas Examines how organizations are devices for structuring life and lives are structured by organizations Key Themes Approaches to Organization Theory Approaches to Management Theory Culture and Symbolism Human Resource Management International Approaches Issues in Organization Practices Issues in Organizational Structure Innovation and Creativity Knowledge and Learning Leadership Theory Organizational Behavior Organizational Cognition Change and Communication Organizational Economics Organizational Relations Organizational Power Politics and Conflict Philosophy of Organizations Research Practice and Methodology Social Issues Teams Technologies The International Encyclopedia of Organization Studies is the premier reference tool for students educators scholars and practitioners to gather knowledge about a range of important topics from the unique perspective of organization studies with extensive international representation

L'entreprise horticole : approche globale et durable, diagnostic (édition 2012) Gilbert Bron,Éric Duclaud,Jean-Paul Toussaint,2012 La quatri me de couverture indique En 2000 L entreprise horticole Approche globale et environnementale Diagnostic ouvrage pluridisciplinaire proposait pour la premi re fois une d marche syst mique de compr hension du fonctionnement de l entreprise horticole Compl t e par d int ressants apports en gestion en marketing et en sociologie des organisations cette approche se voulait galement originale par l importance accord e la question environnementale En 2012 il est devenu un ouvrage de r f rence La d marche syst mique a fait ses preuves Les enseignants les formateurs les tudians ainsi que les professionnels se sont appropri la m thode Ce qui a chang L importance du d veloppement durable Ce qui n tait alors qu une orientation souhaitable pour l entreprise horticole est aujourd hui une n cessit soci tale cologique et conomique Le Grenelle de l environnement a instaur de nouvelles r gles 2018 a fix les premiers objectifs Mais le passage d un syst me de production conventionnel un syst me de production durable plus respectueux de l environnement et de la sant humaine ne va pas de soi et se heurte des blocages L entreprise horticole approche globale et durable Diagnostic tente de r pondre aux interrogations induites par ces bouleversements et donne des alternatives aux horticulteurs comme le concept d agriculture cologiquement intensive L entreprise horticole doit se r inventer pour faire face aux exigences cologiques conomiques et soci tales et cet ouvrage participe de cet enjeu Un cahier couleur enrichit la lecture avec des exemples d installations et d quipements contribuant la mise en oeuvre du d veloppement durable compl t s par les logos des labels de qualit

L'entreprise horticole Gilbert Bron,Éric Duclaud,Jean-Paul Toussaint,2004-11 **The Bureaucratization of the**

World in the Neoliberal Era B. Hibou, 2015-05-06 Contemporary bureaucracy is a set of norms rules procedures and formalities which includes administration business and NGOs Where Max Weber meets Michel Foucault B atrice Hibou analyzes the political dynamics underlying this process Neoliberal bureaucracy is a vector of discipline and control producing social and political indifference

Les mondes sociaux des petites et très petites entreprises Gérard Regnault, 2011-06-01 Pr curseur dans l analyse pr cise du construit et du v cu social des petites PE et tr s petites entreprises TPE au d but du XXIe si cle ce livre privil gie l tude du dialogue social et de la gestion des personnes l int rieur des tr s petites structures qui elles seules emploient trois millions de salari s Il dresse galement l tat des lieux relatif la responsabilit soci tale des PE TPE

Les rites dans l'entreprise Jean-Pierre Jardel, Christian Loridon, 2011-07-07 Les rites dans l entreprise Une nouvelle approche du temps Les rites des soci t s traditionnelles sont ils si loign s des pratiques de nos entreprises modernes Pr cieux rep res individuels et collectifs troitement li s diff rents temps lin aire cyclique mythique les rites suivent les mutations de notre soci t et sont loin d tre exclus de la modernit A partir des interrogations suscit es par la notion de culture d entreprise et de travaux r alis s par des ethnologues et des socio anthropologues dans diverses organisations des secteurs secondaire et tertiaire l ouvrage dresse l inventaire des temporalit s et symboliques qui marquent la vie des entreprises Il montre comment les rites structurent les organisations comment ils permettent aux acteurs de ma triser en partie leur temps d action Ce regard neuf port sur le temps permet enfin de mieux comprendre le d calage croissant entre le temps instantan des nouvelles technologies et celui chronobiologique de l homme au travail Au moment o de nouveaux rapports s instaurent entre le temps de travail et le temps de vivre au sein de la soci t les auteurs nous sugg rent des pistes de r flexion loin des sentiers battus Un livre tr s original sign par un socio anthropologue int ress par les organisations et un sp cialiste de la gestion du temps Une analyse pointue et vivante des temps ritualis s de l entreprise qui structurent sa vie comme celles de ses acteurs Un outil de compr hension du monde du travail et de l entreprise par de grands t moins Une d monstration claire agr ment e d exemples pris dans un large chantillon d entreprises et illustr e de nombreux t moignages

Renouveler le modèle social de l'entreprise Frédéric Petitbon, 2013-07-03 Trop de strat gies d entreprise se r v lent impossibles mettre en oeuvre Les financiers et les strat ges de l entreprise d une part les acteurs du social et de la RH d autre part ne se comprennent pas engonc s dans des logiques qui restreignent leur vision leurs capacit s op rationnelles et leur champ d action Par des exemples issus du monde des services de l industrie des transports ou de l conomie sociale et solidaire ce livre montre qu il est possible de r concilier le social et l conomique Il propose une vision concr te du mod le social de l entreprise qui permet de lier les imp ratifs du march et des clients ainsi que les aspirations des collaborateurs dans leur diversit sociologique qu ils soient salari s ou sous traitants Comprendre le mod le social de son entreprise pour mieux le faire voluer un imp ratif strat gique et manag rial pour tous les dirigeants les financiers les DRH et les partenaires sociaux

Innovative Technology and Globalization Chantal Ammi, 2009-05-05 Globalization is leading the

industry worldwide especially the new technology sector The main aim of the book is to enhance the reader's knowledge especially from a multidisciplinary perspective rather than from an individual functional perspective the role of the globalization in the evolving world of the new technologies This book will overview the process of globalization from a number of perspectives including historical geographical and social viewpoints while focusing on the new technologic products and services Globalization and its effects on the innovative technology sector are best examined in terms of the social ramifications and especially the geographical and political and economic or political economy contexts at and between different levels including the local the regional and the global

Working on Innovation Christophe Midler, Guy

Minguet, Monique Vervaeke, 2009-09-10 Since the mid 1980s the development of competitive strategies based on intensive innovation has deeply transformed the design of new products and services Much has been written about new methods and organizations that are likely to develop economically competitive and creative capacities in companies But much less has been written about transformation of work and identity of professionals involved in these transitions engineers industrial designers researchers professionals in marketing strategy and especially project managers The work of innovation professionals is truly difficult to observe because of its very nature intangible work done over a long period of time its inaccessibility and its status The purpose of this book is to put forward a number of keys for understanding the ongoing dynamics for working professionals in the field of innovation Examining reorganizations in both large scale firms and start ups the authors explore diverse sectors such as hi tech consumer goods and equipment chemistry aeronautics as well as upstream companies working for subsidiaries and traditional small scale production such The result is to show a world of networks where a large scale firm undertakes research in partnership with a start up develops its products with independent designers and involves upstream suppliers in its developments Also analyzed are the industrial strategies the organizational conditions of product conception and the dynamics of the professional identities of the actors who are at the core of these transformations This impressive and unique volume will be of interest to all those interested in innovation studies new technology policy and management as well as engineers and designers themselves

Where Has Social Justice Gone?

Emmanuelle Barozet, Ivan Sainsaulieu, Régis Cortesero, David Mélo, 2022-07-01 This book uses survey data in hot spots around the globe to analyse various models of social justice particularly the principle of equality from a pragmatic perspective Starting with ordinary actors social movements and concrete contexts the authors question foundations of social and political democracy in our times They focus on how social actors deal with the principles of justice and judgments of justice at work and in their social lives The book suggests that the increase in social inequalities in recent decades contrasts with the blurring of the aims of social justice At a time when the reconsideration of politics largely depends on its relevance to and aspirations for social justice the authors of this book question contemporary developments by illustrating its variety according to specific historical institutional social and organizational contexts The book will be useful to students and

scholars in the social sciences especially those interested in moral questions regarding social justice from an empirical and practical point of view

Nostalgic Cooks, 2006-01-01 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

The Oxford Handbook of the Corporation Thomas Clarke, Justin O'Brien, Charles O'Kelley, 2019-02-21 The Oxford Handbook of the Corporation assesses the contemporary relevance purpose and performance of the corporation The corporation is one of the most significant if contested innovations in human history and the direction and effectiveness of corporate law corporate governance and corporate performance are being challenged as never before Continuously evolving the corporation as the primary instrument for wealth generation in contemporary economies demands frequent assessment and reinterpretation The focus of this work is the transformative impact of innovation and change upon corporate structure purpose and operation Corporate innovation is at the heart of the value creation process in increasingly internationalized and competitive market economies and corporations today are embedded in a world of complex global supply chains and rising state and state directed capitalism In questioning the fundamental purpose and performance of the corporation this Handbook continues a tradition commenced by Berle and Means and contributed to by generations of business scholars What is the corporation and what is it becoming How do we define its form and purpose and how are these changing To whom is the corporation responsible and who should judge the ultimate performance of corporations By investigating the origins development strategies and theories of corporations this volume addresses such questions to provide a richer theoretical account of the corporation and its contested future

Reinventing Work in Europe Dominique Méda, Patricia Vendramin, 2016-12-19 This book looks at the history of work and the meanings that are attached to it over time Taking as its basis a number of international surveys and interviews conducted in Europe the authors consider the significance of work for Europeans today Over the years the meaning of work has changed It has become more highly diversified and it is today invested with high expectations that conflict with organisational developments and the changing nature of the labour market The authors use a generational perspective to explore whether it is possible to reconcile the contemporary ethos of work especially with regards to women and young people with organisations that are increasingly under pressure to be profitable and productive Reinventing Work in Europe will be of interest to scholars and students in the areas of sociology of work employment and

organizations labour studies digital economy and political economy Generations at Work and Social Cohesion in Europe Patricia Vendramin, 2010 Provides an overview of changes in relationship to work their intergenerational meanings and corrections with other social issues Offers six complementary perspectives based on national contributions and develops a policy perspective **Worlds of Work** Daniel B. Cornfield, Randy Hodson, 2012-12-06 The advent of transnational economic production and market integration compels sociologists of work to look beyond traditional national boundaries and build an international sociology of work in order to effectively address the human scientific and practical challenges posed by global economic transnationalism The purpose of this volume is to promote transnational dialogue about the sociology of work and help build a truly international discipline in this field *Cross-Cultural Management* Jean-François Chanlat, Eduardo Davel, Jean-Pierre Dupuis, 2013-07-24 All cultures appear to share the belief that they do things correctly while others until proven otherwise are assumed to be ignorant or barbaric When people from different cultures work together and cannot take shared meanings for granted managers face serious challenges An individual's parsing of an experience and its meaning may vary according to several cultural scales national professional industrial and local Awareness of cultural differences and the willingness to view them as a positive are therefore crucial assets This edited textbook sets itself apart from existing cross cultural management texts by highlighting to the reader the need to avoid both ethnocentrism and the belief in the universality of his or her own values and ways of thinking the success of international negotiations and intercultural management depends on such openness and acceptance of real differences It encourages the development of nomadic intelligence and the creative use of a culture's resources according to a symbolic anthropology perspective Through the essays and case studies in the chapters readers will become aware of the intercultural dimension of business activities and better understand how they affect work Cross Cultural Management will help interested parties students of business management international relations and other disciplines and business managers and other professionals develop their ability to interact take action and give direction in an intercultural context

Unveiling the Power of Verbal Art: An Emotional Sojourn through **Les Mondes Sociaux De Lentreprise**

In a world inundated with screens and the cacophony of quick communication, the profound power and psychological resonance of verbal art usually diminish in to obscurity, eclipsed by the regular onslaught of noise and distractions. However, nestled within the musical pages of **Les Mondes Sociaux De Lentreprise**, a interesting work of literary splendor that pulses with natural emotions, lies an memorable journey waiting to be embarked upon. Written by a virtuoso wordsmith, this enchanting opus guides viewers on a mental odyssey, gently revealing the latent possible and profound affect stuck within the elaborate internet of language. Within the heart-wrenching expanse of the evocative examination, we can embark upon an introspective exploration of the book is key themes, dissect its fascinating publishing type, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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