

La recherche intervention en milieu organisationnel

André Forget



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La Recherche Intervention En Milieu Organisationnel

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La Recherche Intervention En Milieu Organisationnel:

La recherche intervention en milieu organisationnel André Forget, 2000 La recherche intervention en milieu organisationnel André Forget, 2013-08-21T00:00:00-04:00 Dans l'exercice de leurs fonctions au sein des organisations les gestionnaires sont continuellement confrontés à toutes sortes de problèmes pratiques. Malheureusement la formation universitaire en gestion des organisations en grande partie fondée sur des connaissances théoriques issues de la recherche académique les prépare plus ou moins bien à résoudre concrètement ces problèmes. Cet ouvrage propose une démarche de recherche intervention qui consiste à intégrer le plus rigoureusement possible les connaissances pratiques nécessaires à la compréhension de chaque problème organisationnel qui se présente et utiliser celles-ci pour le résoudre adéquatement. Cette démarche comporte trois grandes phases : l'information, la décision et la réalisation. La première consiste à formuler le problème à finir le système en cause, modéliser ce système et y déceler les zones d'intervention. La deuxième vise à finir les critères de décision, rechercher un certain nombre de solutions, valuer ces solutions en fonction des critères retenus et choisir celle qui respecte le mieux l'ensemble de ces critères. Enfin la troisième revient à planifier le projet d'implantation de la solution retenue, exécuter le projet en question, contrôler son exécution et valuer ses résultats. Des exercices sont présentés en annexe afin que le lecteur puisse bien assimiler chacune de ces tapes. Ce livre s'adresse la fois aux gestionnaires en poste, aux consultants et aux chercheurs qui œuvrent aussi bien dans le secteur public que dans le secteur privé. **Recherche sociale, 6e édition** Benoît Gauthier, Isabelle Bourgeois, 2020-03-13T00:00:00-04:00 Cet indispensable ouvrage de méthodologie jette les bases de la réflexion scientifique contemporaine en sciences sociales. Chaque tape de la recherche sociale est abordée en détail de l'établissement de l'objet d'étude jusqu'à la collecte des données. Pour le chercheur qui souhaite finir une problématique, structurer sa recherche et effectuer une observation systématique sur le terrain de manière efficace. Recherche sociale offre une approche procédurale la fois rigoureuse et ouverte. *Enseigner le management public* Didacthèque internationale en management public, 2002-04-08T20:00:00-04:00 Dans cet ouvrage vingt spécialistes associés à la Didacthèque présentent leurs réflexions et expériences nationales ou internationales dans l'enseignement du management public et son adaptation aux différentes cultures. *Recherche sociale, 7e édition* Isabelle Bourgeois, 2021-02-24T00:00:00-05:00 Cette 7e édition de Recherche sociale s'inscrit dans une perspective pédagogique et contribue à la formation des chercheurs et chercheuses novices en présentant une approche procédurale la fois rigoureuse et ouverte. Le présent ouvrage reflète l'évolution des méthodes de recherche en sciences humaines et sociales tout en reposant sur les fondements établis dans les traditions précitées. Cette nouvelle édition tient compte des développements méthodologiques et pistologiques survenus au cours des dernières années ainsi que des mouvements sociaux qui ont motivé ces développements, dont la participation citoyenne, la décolonisation et le féminisme. Elle comprend également un chapitre inédit portant sur les enjeux contemporains de la recherche sociale et la publication de la recherche. **Comportement organisationnel - Vol. 2** Assâad El Akremi, Sylvie Guerrero, Jean-Pierre

Neveu,2006-10-02 Ce deuxième volume sur le Comportement organisationnel présente des faits de l'art sur trois thèmes contemporains suscitant de nombreuses recherches internationales La première partie traite d'un concept extrêmement utilisé depuis près de vingt ans celui de la justice organisationnelle Elle invite des auteurs internationaux contribuer avec deux des plus grands auteurs du domaine Jerald Greenberg et Russell Cropanzano On y trouve une synthèse des travaux théoriques sur la définition du concept et sa mesure une étude du processus de construction des perceptions collectives de justice et une analyse systématique des antécédents et des conséquences de la justice organisationnelle La deuxième partie présente les dernières avancées théoriques sur les enjeux liés à la carrière de l'individu Elle porte tout d'abord sur la notion et la perception du succès de carrière dans notre société actuelle s'intéresse ensuite aux enjeux liés à l'équilibre vie privée vie professionnelle et se focalise enfin sur les obstacles la progression de carrière des individus en s'attachant notamment au cas du plafond de verre chez les femmes et du plateau de carrière chez l'ensemble des employés La troisième partie réunit des auteurs européens autour d'un thème novateur et encore trop peu traité le puisement professionnel Elle examine les effets de l'engagement dans le travail et dans l'organisation sur le puisement professionnel étudie les effets de l'puisement professionnel sur la santé des personnes et se termine par une analyse du lien entre ce concept et les formes de violence au travail

La fonction de suivi dans les organisations publiques Léon Bertrand Ngouo,2018-04-24 L'auteur propose une approche de suivi des actions publiques basée sur la régulation du travail réel de mise en œuvre des actions découlant des politiques publiques Ce livre permet d'aborder avec sérénité les défis caractéristiques du flux de travail des organisations publiques la prise de décision sous tension le défi de gestion des conflits la difficulté de la transmission la hiérarchie d'informations fiables la question de la mobilisation des différents types de résiliences en matière de politiques publiques etc

Comportement organisationnel - Vol. 1 Nathalie Delobbe,Olivier Herrbach,Delphine Lacaze,Karim Mignonac,2005-10-13 Comprendre les attitudes et les comportements des individus et des groupes humains dans les organisations en analyser les évolutions en connaître les déterminants et les conséquences soulève des questions sans cesse renouvelées Ce premier volume d'une série de trois ouvrages propose de développer plusieurs domaines fondamentaux du comportement organisationnel le contrat psychologique les motivations au travail et la socialisation organisationnelle Chacun de ces thèmes correspond des domaines de recherche particulièrement féconds et des problématiques centrales pour le management des ressources humaines dans les entreprises et les administrations Traité sous forme de faits de l'art actualisés c'est la place des relations humaines dans les organisations qui est explorée selon des perspectives variées et novatrices

Méthodes d'intervention Tome 8 Roger Tessier,Yvan Tellier,2011-04-22T12:14:41-04:00 Le T Group et le réseau de groupes Le groupe comme cadre privilégié des apprentissages leadership fonctionnement des équipes diagnostics organisationnels gestion de projets etc

Gestion de projets en contexte public Bachir Mazouz,2017-02-01T00:00:00-05:00 Cet ouvrage apporte des réponses misant d'un côté sur des spécificités liées aux structures et au fonctionnement des organisations publiques et d'un autre côté aux particularités des projets publics

Chacun de ses 18 chapitres d'abord illustre et discute de la pertinence d'une ou de plusieurs spécificités organisationnelles ou particularités sectorielles publiques qui devraient être intégrées par les modèles de gestion de projet en contexte public. Si les fonctionnaires rencontrent encore des difficultés diverses, choquent partiellement ou totalement dans la conduite de projets publics, c'est parce que les modèles techniques dominants n'intègrent pas les caractéristiques publiques, notamment en management de la qualité des extrants livrables, maîtrise des coûts, budget, respect des délais, de réalisation, changements et gestion des risques inhérents au but, aux objectifs, vis-à-vis des ressources, des idées et des activités planifiées.

Management des organisations - 5e éd. Jean-Michel Plane, 2019-04-17 Cet ouvrage présente le management des hommes et des structures dans les entreprises aujourd'hui. L'approche est transversale car commune aux domaines du marketing, de la stratégie, de la gestion de production. Chaque chapitre est complété de plusieurs cas d'application. Cette 5e édition mise à jour propose de nouveaux développements et met un accent tout particulier sur la théorie du leadership et la théorie néo-institutionnelle.

Recueil des résumés de communications, 1995 *La Pratique de L'Intervention de Groupe* Ginette Berteau, 2006 Le présent ouvrage permettra de mieux comprendre les fonctions de l'intervenant de groupe, les connaissances nécessaires, ce mode d'intervention et les qualités que celui-ci requiert. L'auteure y propose une synthèse de 34 grilles d'habiletés qui permettront en fonction de la formation, de l'expérience, du contexte organisationnel, des facteurs d'ordre personnel et de la nature de l'intervention de reconnaître ce qui favorise la mise en œuvre des habiletés nécessaires à une intervention efficace.

The Qualimetrics Approach Henri Savall, Veronique Zardet, 2011-06-01 The impetus for this work emerged from Savall's belief that there is a double-loop interaction between social and economic factors in organizations between behaviors and structures and between the quality of life in organizations and their economic performance. When managers underestimate this dynamic interaction, the resulting tension ultimately manifests in lowered performance and increased costs, what he refers to as the hidden costs of organizational life. Only by delving into the depths of these organizational dynamics can we hope to fully understand and create the basis for improving organizational performance. The Qualimetrics Approach presents a different and challenging way of thinking about analyzing organizations, one that draws together quantitative information, financial analysis, and qualitative insights into organizational dynamics. As Savall and Zardet argue, to gain a true understanding of what is happening in organizations, intervenor-researchers must focus on all three perspectives, as ignoring any one of them will lead to incomplete understandings. Their approach underscores the importance of using qualitative data to validate quantitative depictions, the numbers of organizational performance, in understanding the construction of financial statements. The strength of Savall and Zardet's approach is that it pushes us to go deeper to fully understand the narratives underlying the numbers and the social construction of our financial assessments.

Formation et perfectionnement en milieu organisationnel Viateur Larouche, 1984

Education et vie au travail 02 : Perspectives contemporaines sur les parcours de vie professionnelle Geneviève Fournier, Emmanuel Poiré, 2016-10-03T00:00:00-04:00 Les transformations du

march du travail et de l'organisation du travail observés depuis maintenant quelques décennies ont eu des impacts sur les parcours professionnels et de vie de nombreux travailleurs et travailleuses. Si ces transformations sont relativement bien connues dans leurs aspects plus généraux politiques, économiques, sociaux, les façons dont elles s'incarnent plus précisément dans les milieux professionnels et les conséquences concrètes qu'elles ont sur la vie de travail des personnes et sur les personnes elles-mêmes suscitent encore beaucoup de questions. De même les défis que posent ces transformations aux travailleurs dans la gestion de leurs transitions et plus globalement de leur parcours de vie professionnelle et de leurs rôles de vie ainsi que les nombreux enjeux professionnels et personnels auxquels elles donnent lieu soulèvent tout autant d'interrogations.

Introduction au travail social Collectif Collectif, 2024-08-14T00:00:00-04:00 En plus de mettre jour les chapitres d'Introduction au travail social, cette quatrième édition se trouve enrichie de contributions abordant la scurisation culturelle, le travail social en santé mentale ainsi que la diversité sexuelle.

La présence attentive (mindfulness) Simon Grégoire, Lise Lachance, Louis Richer, 2016-01-06T00:00:00-05:00 Quels sont les véritables effets de la méditation basée sur la présence attentive? S'il existe des milliers de livres destinés au grand public sur ce sujet, peu d'ouvrages ont tenté dans le but de porter un regard critique sur une telle pratique. Des chercheurs et des intervenants rapportent les études empiriques les plus récentes en font un bilan critique rigoureux cohérent et intelligible et proposent diverses pistes de recherche et d'intervention porteuses pour l'avenir.

Auteurs et textes classiques de la théorie des organisations Jean Mercier, 2006-08-17T00:00:00-04:00 La théorie des organisations qui se développe surtout avec les débuts du XXe siècle est une entreprise authentiquement interdisciplinaire qui fait appel des approches qui vont de la sociologie interprétative jusqu'à la gestion et l'organisation du travail. La grande diversité de ces approches est décrite ici en onze colonnes ou perspectives qui vont des précurseurs Max Weber, Adam Smith, Frederick W. Taylor par exemple jusqu'aux tendances récentes néoinstitutionnalisme, sociologie des populations. Chacune de ces colonnes est d'abord contextualisée puis représentée par des textes précis venant d'auteurs dont on aura d'abord tracé les principaux éléments biographiques. Pour les étudiants et les professeurs du monde francophone dans des domaines aussi différents que l'administration ou l'une ou l'autre des disciplines des sciences sociales, ce volume présente 36 textes classiques d'auteurs très différents. Certains de ces textes ont été traduits en français mais plusieurs ont été traduits de l'anglais dont certains spécifiquement pour ce volume.

Bibliographie du Québec, 1997

The Enigmatic Realm of **La Recherche Intervention En Milieu Organisationnel**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing short of extraordinary. Within the captivating pages of **La Recherche Intervention En Milieu Organisationnel** a literary masterpiece penned by a renowned author, readers embark on a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting effect on the hearts and minds of those that partake in its reading experience.

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