

Simon L. Dolan, Eric Gosselin et Jules Carrière

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# Psychologie du travail et comportement organisationnel

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4<sup>e</sup> édition

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# Psychologie Du Travail Et Comportement Organisationnel 4e

**Pierre Colletette, Robert  
Schneider, Martin Lauzier**



## **Psychologie Du Travail Et Comportement Organisationnel 4e:**

*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 analysant les évolutions en connaissant 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.

**Psychologie du travail et comportement organisationnel** Simon L. Dolan, Eric Gosselin, Jules Carrière, 2007 La psychologie du travail et le comportement organisationnel sont des disciplines en constante évolution. En effet, les théories qui ont cours ont une certaine portée, deviennent rapidement obsolètes dès que changent les paramètres du contexte social dans lequel elles émergent. Dans les conditions actuelles caractérisées par la mondialisation des marchés, le néolibéralisme et la quête de l'efficacité, la nature et le rôle des organisations se trouvent inévitablement modifiés. C'est dans cette perspective qu'a été élaborée cette troisième édition de *Psychologie du travail et comportement organisationnel*. Afin d'offrir un instrument d'apprentissage ancré dans la réalité, les auteurs ont adapté le contenu du livre à un contexte qui a grandement changé et où les intérêts se sont quelque peu déplacés. Il s'agit de jeter un éclairage nouveau sur les modèles traditionnels en vue de mieux analyser et de mieux comprendre les travailleurs dans leur intégralité. Les auteurs ont aussi voulu renforcer la valeur pédagogique de l'ouvrage de manière à favoriser le transfert et l'intégration des connaissances. L'ouvrage d'introduction *Psychologie du travail et comportement organisationnel* vise à sensibiliser les étudiants et les gestionnaires à l'importance de la dimension humaine dans la dynamique organisationnelle. Comme pour faciliter l'analyse et la compréhension des comportements individuels au sein des organisations, ce livre permet également de découvrir de nouvelles façons de régler les problèmes relationnels contemporains susceptibles de survenir dans les milieux de travail.

*Psychologie sociale des organisations - 4e éd.* Claude Louche, 2019-06-04 Ce livre définit la psychologie des organisations et présente ses méthodes. Il dégage ensuite les différents modèles de l'homme qui guident la recherche et l'intervention. Ces fondements posés, il fournit une synthèse des connaissances classiques enrichies de références récentes, tabulées sur différents niveaux d'analyse : le cadre structurel des organisations, la relation entre le salarié et l'organisation qui l'emploie et qui se décline en termes de socialisation organisationnelle, motivation, engagement, implication, satisfaction, les processus collectifs comme le leadership, les groupes et leurs normes, les cultures organisationnelles. Cet ouvrage fait une place des thématiques : le sens du travail, les transformations de l'emploi, la santé psychologique au travail, l'insécurité de l'emploi, le travail à distance, les processus participatifs placés au centre de préoccupations sociales actuelles.

**Le pilotage du**

**changement, 2e édition** Pierre Colletette, Robert Schneider, Martin Lauzier, 2013-01-31 T00:00:00-05:00 Rares sont les organisations qui chappent au d ferlement de changements c tait vrai au d but des ann es 1990 lors de la parution de la premi re dition de ce livre ce l est d autant plus aujourd hui alors qu voluer dans un environnement instable repr sente d sormais une constante pour les gestionnaires Dans un contexte marqu par une concurrence toujours plus vive par des l gislations toujours plus complexes et par des consommateurs plus critiques tout absolument tout est continuellement remis en cause Cette deuxi me dition du Pilotage du changement enti rement mise jour arrive ainsi point nomm pour les praticiens qui recherchent des outils pour composer avec cette r alit complexe qu est le changement organisationnel Elle couvre toute l tendue des activit s requises pour concevoir implanter g rer et valuer un changement Une de ses missions est d aider examiner la fois la position strat gique de l organisation et les approches privil gier pour introduire les changements Cet ouvrage a t labor avec la contribution de gestionnaires ayant l exp rience de changements complexes et les outils pr sent s ont subi le test de la r alit Il sera utile autant aux gestionnaires qu aux conseillers professionnels en g n ral qui ont piloter concr tement des op rations de changement bref ceux et celles qui cherchent un instrument de travail permettant de comprendre les ph nom nes et d orienter l action sur le terrain

**20 grandes notions de psychologie du travail et des organisations** Emilie Vayre, 2019-01-16 Cet ouvrage pr sente les grandes notions fondamentales de la psychologie du travail et des organisations Chaque grande notion est construite sur le m me mod le et comporte des d finitions th ories exemples lectures conseil es et applications quizz et exercices avec leurs corrig s

**Efficacit organisationnelle et performance sociale** Adnane Belout, Simon L. Dolan, Martine Guidoni, 2017-09-01 Les managers de demain sont condamn s allier action vision et leadership ainsi qu concilier rentabilit performance sociale et bien tre Plus que jamais ils ont besoin d une vue d ensemble globale de leur milieu socio conomique d outils pratiques de gestion et de mesure Cet ouvrage pr sente les dix leviers n cessaires une meilleure efficacit organisationnelle et gestion sociale Pratique il inclut des questionnaires et indicateurs pr sente des mesures et recommandations et offre une panoplie d exemples d actualit tayant les concepts sous jacents aux analyses et recommandations propos es S adressant aux cadres dirigeants des entreprises experts en gestion et consultants en qu te de solutions pragmatiques et d sirant parfaire leurs connaissances en management du capital humain Efficacit organisationnelle et performance sociale leur donne un cadre de travail et d intervention pr cis une vision structur e et un fil conducteur rigoureux suivre

Pouvoirs et cultures organisationnels : Tome 4 Roger Tessier, Yvan Tellier, 2011-04-22 T12:14:41-04:00 Le pouvoir formel et les jeux d influence informels Les valeurs et les normes auxquelles adh rent les membres de l organisation

**Psychologie du travail et comportement organisationnel. Matériel complémentaire [ressource électronique]** Simon Landau Dolan, 2002

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qu'il voluer dans un environnement instable représente désormais une constante pour les gestionnaires Dans un contexte marqué par une concurrence toujours plus vive par des législations toujours plus complexes et par des consommateurs plus critiques tout absolument tout est continuellement remis en cause Cette deuxième édition du Pilotage du changement entièrement mise à jour arrive ainsi à point nommé pour les praticiens qui recherchent des outils pour composer avec cette réalité complexe qu'est le changement organisationnel Elle couvre toute l'étendue des activités requises pour concevoir implanter gérer et valuer un changement Une de ses missions est d'aider à examiner la fois la position stratégique de l'organisation et les approches privilégiées pour introduire les changements Cet ouvrage a travaillé avec la contribution de gestionnaires ayant l'expérience de changements complexes et les outils présentés ont subi le test de la réalité Il sera utile autant aux gestionnaires qu'aux conseillers professionnels en général qui ont piloté concrètement des opérations de changement bref ceux et celles qui cherchent un instrument de travail permettant de comprendre les phénomènes et d'orienter l'action sur le terrain

**Management par projet** Benoit Cordelier, Gino Gramaccia, 2012-10-15 T00:00:00-04:00 La flexibilité la mesure de la performance la culture du résultat court terme la chasse aux effectifs l'individualisation des rémunérations la prescription drastique de modes opératoires standardisés les transformations du travail transfigurent le rapport des personnes leur milieu professionnel Toutes ces pratiques managériales ont contribué à la montée de l'individualisme au travail et des multiples formes de pathologies qui accompagnent aujourd'hui ce mouvement Le culte de l'excellence se paie Il a fait les liens de solidarité et instaure de nouveaux régimes de violence dans les organisations sous prétexte d'efficacité managériale et de compétitivité Différents modes dispositifs et outils de régulation auraient permis de résoudre sur le plan local les contradictions stratégiques du plan global dont le management par projet Dans les faits si les organisations sont des lieux de réalisation de projets qui fonctionnent grâce à la coopération des acteurs elles n'en restent pas moins des espaces de domination marqués par les tensions et les crises que suscitent les difficultés de chaque employé trouver sa place dans l'équipe Les spécialistes réunis dans cet ouvrage portent un regard critique ouvert et pluraliste sur l'ensemble de ces questions

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