

ST-AIMS 5 : Contributions cliniques et critiques à l'étude du travail, du management et de la stratégie

Responsables

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Mots clés

Psychanalyse, psychodynamique, approches cliniques, études critiques

Appel à communication

Cette session thématique vise à explorer les contributions des perspectives cliniques et critiques à l'étude du travail, du management, de la stratégie et plus généralement des questions sociétales, en tant que telles ou dans leurs interrelations. Les approches combinant les dimensions psychanalytiques et psychodynamiques à d'autres approches politiques, philosophiques, organisationnelles ou managériales sont particulièrement bienvenues. Nous nous intéressons notamment aux travaux qui interrogent en profondeur les situations et stratégies managériales et aux limites d'approches essentiellement rationalisantes pour y intégrer des problématiques liées au sujet, au psychisme, à l'inconscient, à l'affectivité, au corps ou au pouvoir, qui permettent de questionner ou enrichir les approches habituelles. On pourra ainsi investiguer ce qui « grippe », pose question ou problème, voire met en échec des processus de décision ou d'implémentation. . On pourra aussi montrer des dynamiques subjectives ou intersubjectives qui ont des effets sur ce que fait une organisation ou une équipe, aux plans économique, environnemental, social ou sociétal.

Les perspectives cliniques, en particulier psychanalytiques, repensent les rapports du sujet au travail et à l'organisation, et constituent un complément ou une alternative aux lectures proposées dans le champ du comportement organisationnel sur des thématiques telles que la prise de décision, la motivation, l'engagement, l'épuisement professionnel, l'autorité, le leadership, la dynamique des équipes dirigeantes ou opérationnelles, ou encore les émotions au travail comme l'envie ou l'angoisse, pour ne prendre que quelques exemples parmi d'autres. Ces thématiques peuvent être renouvelées à l'aide des notions de symptôme, narcissisme, pulsion, transfert, structure psychique, acte manqué, compulsion de répétition, refoulement, clivage, mécanismes de défense, identification, fantasme, objet (interne, partiel, bon ou mauvais), espace transitionnel, imaginaire, réel ou symbolique, entre autres... Les études cliniques pourront porter sur des organisations variées, telles que l'université, l'hôpital, la grande distribution, les organisations de haute technologie et de la nouvelle économie, les

entreprises industrielles ou de services, grands groupes, start-ups, PME, TPE, les organisations de l'économie sociale et solidaire, etc.

Les perspectives cliniques permettent aussi de repenser les approches de la formation et de l'intervention en entreprise, notamment en prenant en compte les impasses subjectives et l'impossibilité d'une communication parfaite, ainsi que les phénomènes transférentiels et le désir des sujets au travail ou des apprenants, en donnant un cadre pour aborder les problématiques de position de l'intervenant, d'acte et d'éthique.

Quant aux approches critiques, elles interrogent les processus d'adhésion ou de résistance au pouvoir. Elles permettent notamment de questionner l'inscription des sujets dans des discours ou des modes de relations sociales. Plus particulièrement, en ce qui concerne les organisations, elles interrogent les spécificités d'une société où le capitalisme et la science en tant qu'idéologie prédominent. Le leadership, le cynisme au travail ou les mécanismes d'aliénation peuvent être ainsi revisités et complétés par des approches qui prennent en compte les affects, les émotions et l'ensemble des processus psychiques qui y contribuent. Des organisations dites « alternatives » peuvent aussi être étudiées et discutées. De l'« l'entreprise libérée » aux mouvements sociaux ou militants en passant par les formes diverses de l'économie sociale, des « modèles d'organisation », des holocraties, des « syntopies » ou des « hétérotopies » peuvent être explorés et questionnés. On peut également s'intéresser à la question de la performativité critique des chercheurs en gestion, au travers des effets de leurs discours et prises de position ou au travers de leur implication matérielle et concrète dans des initiatives progressistes.

En particulier, nous souhaitons explorer :

- Des approches cliniques et critiques du travail et de la subjectivité des salariés et des managers dans un contexte organisationnel donné. Le rapport des salariés aux dimensions de déploiement de la stratégie d'une organisation ou de ses relations avec ses parties prenantes peut ainsi être exploré. Les communications fondées sur des études de cas approfondies sont particulièrement bienvenues.
- Une analyse des phénomènes organisationnels sous un angle clinique et critique. Les études des impacts psychologiques d'une fermeture d'usine et de son mode de management ou des modalités de négociation d'un événement organisationnel majeur sont deux exemples de possibilités d'exploration.
- Une analyse des dimensions sociétales de la stratégie et du management. Les questions liées au genre, ou aux formes de domination, notamment idéologique, peuvent par exemple être explorées au sein de cette STAIMS.

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ST-AIMS 5 : Clinical and critical contributions to the study of work, management and strategy

Organisers

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Keywords

Psychoanalysis, psychodynamics, clinical approaches, critical studies.

Call for papers

This thematical session aims to explore the contributions of the clinical and critical approaches to the study of work, management and strategy; more generally the purpose of the conference is to un-tangle social issues through different approaches: psychoanalysis, psychodynamics, philosophy, management and political science. We are interested in perspectives which try to question the rational approaches to managerial studies; in particular the ones exploring the issues related to subjectivity, psyche, unconscious, affectivity, power and body needs. Works investigating what derails the decision-making process are welcomed as well as works describing the effects of intersubjective dynamics over an organisation or a team; these dynamics may also extend to superordinate levels such as the economic, environmental or social ones.

Clinical perspectives, especially the psychoanalytic ones, focus on the relationships between the subject and the work/organization. They can be seen as an alternative to other organizational behaviour perspectives on many topics such as motivation, engagement, decision-making, burnout, authority, leadership, team dynamics and emotions (for instance envy and anxiety). These topics can be renewed drawing on the psychoanalytic concepts of: symptom, narcissism, sexual drive, transference, psychic structure, missed acts, repetition compulsion, repression, splitting, defence mechanisms, identification, fantasy, object (internal, good, bad, *small a*), transitional space, imaginary, symbolic or real...

Clinical studies can be applied to a variety of organizations such as universities, hospitals, mass retailers, high-tech companies, service companies, start-ups, SME, NGO, etc..

Moreover it becomes possible, drawing on psychoanalysis, to rethink corporate training and intervention. Subjective impasses, communication problems, transference and desire issues

can be read through a coherent framework which would also allow to tackle ethical dilemmas and the position of the consultant.

Critical approaches unravel the process of adhesion or resistance to power and they provide a discourse based perspective for explaining the relationship between the subject and the society; as far as organisations are concerned the main questioned characteristic is the capitalistic ideology and its outcomes. Leadership, cynicism at work, or alienation mechanisms can be read through emotions and their underlying psychic processes. Alternative models of organizations can also be studied or built starting from a critical approach: "Freedom Inc.", social movements, social businesses, ochlocracies, utopias. Finally, the performativity paradigm focus on the effects of employees' initiatives over the entire organization or society.

We are interested in:

- Clinical and critical approaches to the subjectivity of employees and managers within a specific organisation. The effects of the implementation of a strategy over the employees or the stakeholders
- Clinical and critical analysis of organisational phenomena such as downsizing. The analysis could investigate the psychological aspects of the components of the phenomenon, for instance negotiation and management.
- Analysis of the social implications of strategy and management: gender issues, power, ideologies. An analysis can explore the ST-AIMS itself.
- Case studies are particularly welcomed.

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