

Organization and Management patterns and Health at Work.

Convenors:

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Call for papers:

The importance of health and safety at work is in relation to the problem of lasting development. Which forms of work allow not only, that HR is truly permanent, at the level of professional life, but also offers lasting sources of development for the group and the individual?

Current growth of pathologies connected to work, (especially RSI (repetitive strain injury) and PSR (psycho-social risks) for example) and the increase in suicides, preoccupies more and more social partners who turn to consultants and researchers to comprehend these phenomena better, to understand the causes and how to react. The PSR (stress and associated pathologies, harassment and so on) are the objects of numerous study programmes and research at company level (life at work observatory, , stress studies etc.) moreover, many methods are put into place to prevent PSR.

However, much too often, in analytical terms, work brings out high levels of stress, and their correlation with the global rise of exigency and constraints weighted on salaries and also, with the growing feeling of a lack of recognition; those who provide this are not true levers of precise action. Therefore, we understand that preventative action programmes have limited reach. These programmes are based on two types; the first is orientated towards stress management at the individual level, and is accused of being, rightly so, overly psychological. The problem is when the importance of working collectively is put aside. The second type essential goal is the behaviour of managers, wishing rapid development, to permit individuals to feel more acknowledged, without questioning the organizational structure and the system of management.

Overall, there is no choice but to accept that we still have insufficient knowledge of the mechanisms by which some work situations induce psychological or psychosomatic problems. If numerous analysts converged today to design organizational and management models, as sources of health and work problems, there remains the question of establishing a relationship between organizational and management patterns, and also the genuine functioning and health issues (pathology risks and development opportunities). These relationships are undoubtedly complex, due to the linking factors at work and those outside

work which are equally influential, the temporality can be extremely long. Furthermore, one needs to mobilize and integrate diverse disciplinary fields (management, sociology, psychology, and psychopathology) in the hope of producing pertinent models.

It seems necessary to notably improve our ability to design analytical models of genuine organizational functioning, which would permit detailed explanations of why certain forms of organization and management are more or less favourable to health. In recent exploratory work, the models of analysis proposed take, in particular, group working dynamics and dynamics of identity (these two entries can be more or less paired up), or still endeavour to directly target regulation mechanisms of tensions between the individual and the company.

This track aims to confront different lectures of relationships between organizational modes, management and health at work. The papers can be of a diverse nature:

- Propositions of new conceptualizations of the relationship between organization and health which open action levers or, enable generic procedures to take into account the importance of health. It is wished that proposed theories are clearly illustrated with concrete examples.
- Case studies which show evidence of certain major causalities in organization/ health and therefore enable researchers to determine intermediate analysis variables and to draw effective action variables.
- Collaborative research, concerned with projects of organizational transformation (new structures, new management models, new management tools, new mediation methods), which could have multiple purposes (economic performance and/ or lasting development in HR), in which, however, health stakes are explicitly taken into account.

Convenors:

Jean-Claude Sardas is a professor and a researcher at the Center for Management Sciences of the Ecole des Mines de Paris. He is the head of a Master program: Management and Organizations dynamics and he is in charge of a PHD Program: « Economy Organizations Society ». His research work and his teaching concern the articulation between transformation process of organizations and transformation of dynamics of identity at work, taking into account the issues of health at work. His main research methodology is collaborative research within organizations by accompanying organizational change process.

Alain Max Guénette is a professor at the at the Haute Ecole de Gestion (HEG) Arc in Neuchâtel, a school of University of Applied Sciences of Western Switzerland. He teaches courses on organization, HR management and social psychology. His research focuses on health in organizations.

Mathieu Detschessahar is a professor at Université de Nantes.

Cédric Dalmasso is a researcher at the Center for Management Sciences of The Ecole des Mines de Paris. He is working on the globalization of R&D and health at work. He has been collaborating with an European car manufacturer for a five years and uses a collaborative research methodology. He is teaching assistant at the University Marne-la-Vallée Paris Est.

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