

SCC1718_M1_TC02	ORGANIZATION THEORIES: ORGANIZATIONAL COMMUNICATION
Organizations experience various communication phenomena on a daily basis; among them we can find professional languages, gestures, the circulation of work documents, internal storytelling process, coordination discussions, rumors etc. The organizational issues class focuses on the role of the communication phenomena in the understanding of organizations. Arisen and taken into account into individual and collective professional practices, how do they influence and structure the organizations? Students are introduced to the crucial role communication plays in organizations. They are provided conceptual tools aiming at fostering the development of a responsible collaborative and managerial posture. Those tools also allow them to better interpret their personal experiences in organizations. “Organization Theory” is a two-year class that stretches across the master cycle. First year (M1) focuses on a communicational approach of organizations. It deals with the practical and symbolic dimensions of the practices, the objects and the forms communication present in organizations. Second year (M2) focuses on psycho-sociological dimensions of organizations. It pays close attention to the relationships organization members maintain with one another and with their workplace.	

Course leader	Olivier POHARDY, Faculty SciencesCom
Instructors(s)	Odile VALLEE, assistant professor, SciencesCom
Course objectives	• To understand the organization as a complex communication system. • To comprehend the others, the practices and communication apparatuses. • To be able, as a communication specialist, to formulate a critical analysis of the organizational communication phenomena. To learn how to manage the individual and collective communication dynamics arising from organizations.
Learning methods	Readings, case studies, videos
Tackled concepts	Discipline, symbolic domination, coordination, cooperation, culture, managerial ideology/utopia, hierarchy, power, authority, discourse, speech, language, representation, artifact, sensemaking, apparatus, formal, informal.
Assignments	Readings, oral prestations, participation

Evaluation	Continuous Assessment	40%		
	Final Exam : December	60%		

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- Bouillon J.L., Bourdin S. et Loneux C. (2007). « De la communication organisationnelle aux « approches communicationnelles » des organisations : Glissement paradigmatique et migrations conceptuelles », *Communication et organisation*, n° 31, pp. ;7-25
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- Brown J.S., Denning S., Groh K., Prusak L. (2004). Storytelling in Organizations. Why Storytelling is Transforming 21st Century Organizations and Management, Oxford USA, Elsevier
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- Gherardi, S. (2006). Organizational Knowledge. The Texture of Workplace Learning, Blackwell Publishing
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- Livian, Y.-F. (1998). Organisations. Théories et pratiques. Paris : Dunod.
- Mintzberg H. (1982, 1998). Structure et dynamique des organisations. Paris : Editions d'Organisation
- Morgan,G.(1989). Images de l'organisation, Québec : Les Presses de l'Université Laval.
- Rojot J. (2005). Théorie des organisations. Paris : Editions Eska, 2ième éd.
- Sainsaulieu, R. (1977). L'identité au travail, Les effets culturels des organisations. Paris : Presses de la Fondation Nationale des Sciences Politiques
- Saussois J. M. (dir.). (2012). Les organisations, Etat des savoirs.

Number of ECTS credits	3 ECTS
Schedule	60 hours between September and October: Face to face teaching: 18 hours (6 x 3) Work in autonomy : 40 hours Exam : 2 hours