

Violences au travail

L'organisation en débat

Les violences au et du travail touchent managés et managers. La médiatisation des vagues de suicides dans de grandes entreprises françaises a érigé le management en principal coupable et responsable de la dégradation de la santé des salariés au travail. Dans sa forme la plus aboutie, il est incarné par les managers harceleurs qui recherchent le stress et la terreur pour mieux atteindre les objectifs.

Cette thèse se trouve renforcée par les études et recherches dénonçant l'évaluation des performances, les méthodes de Gestion des Ressources Humaines individualisées comme autant de pratiques inductrices de violence au travail. Cependant, d'autres recherches à contre-courant réorientent le problème : de nombreux cas d'entreprise montrent que la violence prospère lorsque le management est absent ou « empêché ». Le rôle du management est donc ambivalent, à la fois potentiellement producteur et aussi préventeur, régulateur des violences.

Ce livre s'adresse ainsi à tous ceux qui souhaitent approfondir voire modifier le rôle du management dans les situations de violence : salariés, agents (fonctionnaires), étudiants en management, managers-encadrants, dirigeants d'entreprises et professionnels de la fonction RH. Il propose un regard différent sur les violences au travail et des pistes innovantes pour les prévenir et les réguler. L'ouvrage invite également à construire un projet éducatif qui prenne en compte la dimension critique dans l'enseignement du management.

Caroline Cintas est Maître de conférences à l'Ecole Universitaire de Management de Rouen où elle enseigne la sociologie des organisations, le management des ressources humaines... Ses travaux de recherche au laboratoire NIMEC portent notamment sur la santé au travail. Elle publie dans de nombreuses revues académiques (Revue de Gestion des Ressources Humaines, Economie et Sociétés, Employee Relations...) et professionnelles (Revue de Gestion Hospitalière, Entreprise&Carrières...).

ISBN : 978-2-84769-519-9



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**MANAGEMENT
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Violences Au Travail Lorganisation En Deacutebat

Caroline Cintas



Violences Au Travail L'organisation En Deacutebat:

Violences au travail Caroline Cintas, 2013-11-05 Les violences au et du travail touchent manag s et managers La m diatisation des vagues de suicides dans de grandes entreprises fran aises a rig le management en principal coupable et responsable de la d gradation de la sant des salari s au travail Dans sa forme la plus aboutie il est incarn par les managers harceleurs qui recherchent le stress et la terreur pour mieux atteindre les objectifs Cette th se se trouve renforc e par les tudes et recherches d non ant l valuation des performances les m thodes de Gestion des Ressources Humaines individualis es comme autant de pratiques inductrices de violence au travail Cependant d autres recherches contre courant r orientent le probl me de nombreux cas d entreprise montrent que la violence prosp re lorsque le management est absent ou emp ch Le r le du management est donc ambivalent la fois potentiellement producteur et aussi pr venteur r gulateur des violences Ce livre s adresse ainsi tous ceux qui souhaitent approfondir voire modifier le r le du management dans les situations de violence salari s agents fonctionnaires tudians en management managers encadrants dirigeants d entreprises et professionnels de la fonction RH Il propose un regard diff rent sur les violences au travail et des pistes innovantes pour les pr venir et les r guler L ouvrage invite galement construire un projet ducatif qui prenne en compte la dimension critique dans l enseignement du management

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