

Violences au travail

L'organisation en débat

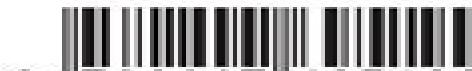
Les violences au et du travail touchent managés et managers. La médiatisation des vagues de suicides dans de grandes entreprises françaises a érigé le management en principal coupable et responsable de la dégradation de la santé des salariés au travail. Dans sa forme la plus aboutie, il est incarné par 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, Employée Relations...) et professionnelles (Revue de Gestion Hospitalière, Entreprise&Carrières...).

ISBN : 978-2-84769-519-9



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Violences Au Travail Lorganisation En Deacutebat

Caroline Cintas

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