Law and sociology of organizations

Semester
Fall

In brief

Course langage: French

Presentation

Prerequisites

Have experience within an organization (internship in a company, associative involvement...)
UE SHS

Learning objectives

* Introduction to the fundamental concepts of the sociology of organizations
* Understand behavior in the context of organized collective action
* Understand organizations as systems of interdependent actors
* Mobilize the methodologies and concepts of the sociology of organization to diagnose an organizational situation or a decision-making process
* Understand the legal stakes associated with a situation or a decision process.
* Understand the legal issues associated with the life of organizations, particularly in the context of companies and associations.
* Know the normative sources and their articulation (social law, contract law).
* Understand the context and the ways to resolve legal conflicts

Description of the programme

SOCIOLOGY
1-Structures and organizational patterns
1.1. The rationalization of organizations (OST, bureaucracy)
1.2. Organizational configurations
2- Psycho-sociological approaches to organizations

2.1. The "human factor" and the school of human relations
2.2 Analysis of motivation
3- Strategic analysis of organizations
3.1 Method and concepts of strategic analysis (power)
3.2 Cooperation and conflict in organizations

LAW
1- Legal organization: structure and foundations
1.1. The rule of law
1.2. The sources of law
1.3. Legal organization and the hierarchy of norms
1.4. Fundamental principles: evidence, conciliation and responsibility
2- The individual in the organization: social law
2.1. Individual aspects of labor law
2.2. Collective aspects of labor law
3- The contract: a space for freedom, will and individual negotiation
3.1. The formation of the contract
3.2. The execution of the contract

Generic central skills and knowledge targeted in the discipline

* Characterize an organization
* Formulate an organizational problem
* Mobilize sociological concepts to explain individual and collective behaviors in a specific organizational context
* Make managerial recommendations in relation to organizational issues.
* Identify the legal foundations of social and labor law
* Identify the legal means of resolving labor disputes.

How knowledge is tested

100% continuous assessment with :
- 60% sociology (individual work)
- 40% law (written exam)

Bibliography

Alexandre-Bailly (dir.), Comportements humains et management, Pearson, 4ème édition.
Introduction générale au droit, Dalloz.

Teaching team

Laetitia PIET

Law and sociology of organizations

Isabelle VASSEROT

Sustainable Development Goal



Peace, justice and strong institutions



Descent work and economic growth

Total des heures		**30h**
CM	Master class	18h
TD	Directed work	10h
AA		2h

Useful info

Name responsible for EU

Lead Instructor

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