

# Law and sociology of organizations



Semester  
Fall

## In brief

> **Course language:** French

## Presentation

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### Prerequisites

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

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### 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
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### 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

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## 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.

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## How knowledge is tested

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

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## Bibliography

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

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## Teaching team

Laetitia PIET

Isabelle VASSEROT

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## Sustainable Development Goal



Peace, justice and strong institutions



Decent work and economic growth

### Total des heures

CM	Master class	18h
TD	Directed work	10h
AA		2h