

The National School of Business and Management of Agadir and the Research Team in Governance, Information and Communication of Organizations (ERGICO) organize in partnership with the Institute of Psychoanalysis and Management (I.P.&M) 377, Chemin du Fesc - 34400 SAINT-JUST (Lunel) (France)

The First Edition of the International Conference on Psychoanalysis, Management and Communication

Around the Following Theme:

**WHAT ARE THE CONSTANT RELATIONSHIPS BETWEEN
WELL-BEING AND ILL-BEING WITHIN ORGANIZATIONS?**

**Psychosocial Risk, Uncertainty, Communication, Resistance to
Change and Specificity of well-being.**

Agadir, 11 and 12 November 2020



CIPMC 2020

In both psychology and management, the concept of well-being, a positive health component (Keyes, 2003), is particularly difficult to pin down as it has been the subject of much misuse. This important construct occupies a pivotal position in research and has been placed at the crossroads of several major issues, namely: the specificity of psychological well-being at work (Dagenais-Desmarais, 2012), the link with the team's performance (Aubé & Savoie, 2006), the integration into multi-levelled approaches of health prevention at work (Martin, 2015), etc.

Given the importance of this concept, it seems necessary to question it in its different dimensions and in its relation to ill-being, its corollary, which occupies nowadays a considerable position in the media and organizational spheres. The definition of ill-being is implied in the definition of health provided by the World Health Organization. According to W.H.O, health is defined as “a state of physical, mental and social well-being” and does not only mean the absence of an illness or a handicap. If ill-being has an essentially psychological dimension, it also has physical and mental manifestations that reflect the individual's discomfort, and even his/her suffering that negatively affects the quality of life, capacity of action and happiness. (Trancart, 2011).

In the workplace, the term “ill-being” is used to express difficulties experienced by numerous individuals inside complex organizations where work is intensified and individualized. Behind the methods and purposes of excessive competitiveness, the quest for permanent gain and profit, technological evolution, etc. hide the harsh constraints that weigh heavily on employees (intensification of the work pace, urgency and tight deadlines, control of standards, tough hierarchical supervision, increased pressure to improve performance ...).

These overwhelming factors encourage the emergence of psychosocial risks (stress, burnout, violence, psychosomatic disorders, depressive syndromes, harassment, etc.) that go hand in hand with uncertainty, insecurity and ambiguity, and which appear to be abnormalities within the management of organizations. Inherent consequences of this new mode of productive activity are increasing degradation and fragility, fears, the unspoken, and the problems of communication, adjustment and learning which hinder the development of human beings within organizations.

Contributing to a redefinition of well-being and ill-being inside organizations requires questioning resistance to change, communicational and managerial practices, and social conflict. It is also relevant to identify the obstacles that hinder solidarities and constructive collaborations, and to inform the modes of governance, the fundamentals of management and the logic of competitiveness and rivalry that find themselves contested by subjects bearing the brunt of

psychosocial risks, the principal pathogenic agent of which is work-related stress. Our objective in this colloquium is to better understand how, in organizations, the interpersonal, intrapsychic and intersubjective dimensions combine, and this, in order to clarify issues related to the specificities of well-being and ill-being in an organizational environment confronted by all kinds of uncertainties.

In this perspective, we can propose the following themes:

1/ The issue of psycho-social risks is currently at the forefront of management and public health. Being a field of study where work, the individual, the environment and health are all involved, the psycho-social risks, multifaceted and multi-factorial as they are, have currently become a real problem of management, thus imposing itself as a topical issue. What are the sources of psycho-social risks? How to evaluate and measure them? What anxiety factors can cause them? How can they be prevented? What management mechanisms can be used to adapt to the cult of performance (Légeron, 2001) and the culture of result?

2/ The Quality of Working Life (QWL) corresponds to a feeling of well-being within the organizational environment and is determined by many factors: the working atmosphere, the interest of the mission, the conditions of evolution, the feeling of engagement and empowerment, equality, the right to error, the acknowledgement and appreciation of the performed work; also the possibility of discussing the quality of working life. What issues at stake does QWL respond to? How is it evaluated? What types of actions can promote it?

3/ The technological revolution and the digital explosion have transformed work organization, management procedures and communication practices (Carayol, 2004). Though the benefits of communication technologies on organizations and employees cannot be denied, many researchers have highlighted the deleterious effects and the undesirable behaviours associated with their use. In order to clarify what is conceptualized as the « dark side » of organizational managerial practices and as a blind spot in research on governance and the management of organizations, we can question the ethical component, the role of organizations and the negative impact of the intensive use of digital communication technologies (phenomena of hyperconnection, addiction, loss of autonomy (Carr, 2017), problems of interpersonal communication, relational difficulties at work, permanent anxiety due to being overwhelmed by technological innovation, etc.)

4/ Change, adaptation and evolution are essential dimensions of being within organizations. Changes are desired or anticipated, whether they are imposed or co-constructed in the work group in a constructive exchange with

management. How to think resistance to change? What are the psychic, managerial and communicational challenges with relation to change? How does resistance to change become a stress factor? How important is diversity and differences in the workplace?

5/ Several studies have shown that communication problems create unpleasant relationships in the work environment and can contribute to violence (Hinkka et al. 2013). On the contrary, positive communication attenuates conflicts, fosters collaboration and cooperation, and encourages constructive dialogue. Hence, what practices can reduce conflicts, detect the unspoken and capture its nuances? How to clear up the ambiguities that can be at the origin of misunderstandings in a work context characterized by the proliferation of uncertainties? What is the impact of communication on stress and burnout? What communication tools can promote the well-being of the human capital in enterprises today?

This interdisciplinary colloquium addresses itself to practitioners, managers and researchers in management sciences, psychology, information and communication sciences, ethnology, sociology, psychodynamics of work, ergonomics, etc. The colloquium puts into perspective the problematic of the constant relationship between well-being and ill-being by giving the participants the opportunity to contextualize it on the basis of their own research.

The list of suggested axes, though not exhaustive, is as follows:

- Well-being and human potential development
- Well-being and health
- Well-being and team performance
- Well-being and the Quality of Working Life
- The development of business competences and performances
- Governance, ethics and management of organisations
- Organizational engagement and burnout
- Corporate ill-being and suffering
- Ill-being and individual performance at work
- Psychosocial risks and occupational stress
- The logic of competition and rivalry
- The logic of cooperation and collaboration
- Opportunistic behaviour in enterprise
- Emotions in the enterprise
- Change, communication and governance

Change, adaptation and transformation
Digital transformation, anxiety and change management
Resistance and thought patterns
Resistance and the unconscious
Resistance and emotional intelligence
Occupational stress and performance
The management of psychosocial risks

Ambiguity and the unspoken within organizations
Violence, frustration and harassment in the workplace
Managing diversity in the Workplace
Discrimination, conflicts and relational difficulties at work
The management of Intercultural risks
Digital use, abuse and addictions
Digital use and relational difficulties

The digital and information abundance
The digital and ethics of work practices
Uncertainty, information and communication
Uncertainty and conflicts
Uncertainty and performance within the enterprise

Uncertainty and human capital competences
Uncertainty and Leadership
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Calendar and practical arrangements:

Abstracts submission: send proposals of 2500 words, with name of the author, occupation, email address, paper title, objective, key words, implications of the topic, the problematic, the research methodology, and the main results.

Deadline: no later than **April 30th, 2020**.

-The proposals will be peer blind-reviewed. They should be sent to the following electronic mails:

E.N.C. G

a.saoussany@uiz.ac.ma

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bonnet.daniel@outlook.com

-Notification of acceptance: **May 10, at the latest**

- The first version of the completed paper to be sent in no later than **June 30, 2020**

- The final version of the completed paper to be sent in no later than **September 30, 2020**
- The final version of the paper should conform to the standards of presentation defined below for publication in electronic documents
- A selection of papers will be suggested for evaluation and publication in *Revue Psychanalyse & Management* and in a collective book with an ISBN

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Institution(s) de rattachement

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Mots-Clés (5)

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Limiter les notes de bas de page, les annexes et les notes de fin de page

Tableaux, figures, encadrés

Numérotés, titres au-dessus, référencés dans le texte.

Taille de l'article

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Bibliographie : ISO 690 (Z 44-005)

Références dans le texte > (Arnaud, 2004), (Pagès et *ali.*, 1998) ; précisez l'initiale du prénom si homonyme. Le numéro de page est obligatoire si citation dans le texte : (Arnaud, 2004 : 10), (Pagès et *ali.*, 1998 : 112)

Références bibliographiques > A la fin de l'article

Pour un ouvrage : ARNAUD G., (2004), *Psychanalyse et organisations*, Armand Colin, 202 p. Pour un article : BARTH I., (2011), « L'interstitiel, un nouvel espace de jeu entre psychanalyse et management », *Revue Internationale de Psychosociologie et des Comportements Organisationnels*, Vol. XVIII, n° 43, ESKA, pp. 31-32

Pour un chapitre d'ouvrage : ECOTO F., (2008), « Une herméneutique du concept d'insouciance par l'illustration », *In* Barth I. (Dir.), *Souci de soi, souci de l'autre et quête d'insouciance dans les organisations*, Éditions L'Harmattan, pp. 11-194, 238 p.

Pour une thèse ou un mémoire : GEINDRE D., (2000), *Du district industriel au réseau stratégique : La transformation des relations inter-organisationnelles sous l'action d'un syndicat professionnel*, Thèse de Doctorat de Sciences de Gestion, sous la direction de Mr. Le Professeur R. Paturol, Université Pierre Mendès-France, 480 p.

Languages:

French, English, and Arabic.

Registration fees:

The registration fees cover electronic acts, printed material, coffee breaks and lunches:

-1000 dhs (100 euros) for professors and researchers

-500 dhs (50 euros) for Ph.D. / doctoral students,

- 1500 dhs (150 euros) for professionals.

-Accommodation: a list of hotels at a preferential rate will be proposed by the colloquium organizers.

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