



Les violences au travail

Violences Au Travail Lorganisation En Deacutebat

Caroline Cintas



Violences Au Travail L'organisation En Debat:

Violences au travail Caroline Cintas, 2013-11-05 Les violences au et du travail touchent managers et managés La médiatisation des vagues de suicides dans de grandes entreprises françaises a rendu 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 démontrant la dévaluation des performances les méthodes de Gestion des Ressources Humaines individualisées comme autant de pratiques inductrices de violence au travail Cependant d'autres recherches contre courant s'orientent 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 la fois potentiellement producteur et aussi préventeur et régulateur des violences Ce livre s'adresse ainsi 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

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