
Proposition de stage

Title: Organizational analysis of vulnerabilities and resiliencies during transformation and transition processes

Description :

Public and private organizations are subject to increasingly rapid cycles of transformation. These transformations are induced by endogenous factors (e.g. public policy reform, downsizing or even the transformation of public service missions, etc.) as well as by exogenous factors (e.g. digitization, new forms of public-private partnerships, the occurrence of hazards or even major accidents and disasters, etc.).

However, these transformations as well as these organizational transitions must be carried out without hindering the proper conduct of public service missions. To this end, two types of approaches can contribute to the detection and prevention of these potential hazards.

The first relates to the prevention of "known" risks. Public and private organizations have operational approaches in this area, the effectiveness and efficiency of which must be critically assessed.

The second type of approach focuses on the prevention, and thus detection and analysis, of "suspected risks". Organizational analysis of the "root causes" of vulnerabilities and fragilities, as well as analysis of organizational resilience and sustainability are promising approaches.

These analyses can be based on a set of formal methods whose scope of validity and legitimacy depends in particular on: the nature of the problem, the actors, the purposes, the nature and history of the data and knowledge, the uses, the criticality of the context, etc.

In 2018, collaborations with public and private organizations led to the formalization of internal vulnerability guidelines.

On the basis of theoretical research and field investigations, the candidate will work to provide insights on the following aspects:

- What are the obstacles and contributions to the implementation of a "vulnerability-resilience-sustainability" approach?
- What are the organizational "configurations" of vulnerability- resilience-sustainability?
- What are the good practices and the failures in several sectors of activity of the approaches to vulnerability analysis following transformation?

Expected:

In addition to writing the Master's report, the trainee will have to:

- Contribute to the writing of a paper to be published in a scientific journal.
- Contribute to the writing of a paper + presentation in a conference.

Internship allowance:

- 530 euros/ month over 6 months.

Interested candidates need to have a solid background in decision/management science with possibly in sociology, policy, geography and risk analysis. Both abstract reasoning, ability to carry out field investigations as well as formal modelling skills are very much appreciated.

The research be both theoretical and embedded.

Knowledge of the French language will help. The research will be carried out at the LAMSADE, a Joint Research center of the CNRS and Paris Dauphine University within the PSL University.

Prospective candidates should get in touch with Myriam Merad (myriam.merad@lamsade.dauphine.fr) that will supervise the research, submitting a CV and a motivation letter.

References

- [1]. Arcangeli G., Giorgi G., Mucci1 N., Bernaud J-L., Di Fabio A. (2018). Emerging and Re-Emerging Organizational Features, Work Transitions and Occupational Risk Factors: The Good, the Bad, the Right. An Interdisciplinary Perspective. *Front. Psychol.*, 23 August 2018.
- [2]. Levitsky S., Ziblatt D. (2019). How democracies die. What history reveals about our future. Viking Press.
- [3]. Hämmäläinen T. J., Heiskala R. (2007). Social Innovations, Institutional Change and Economic Performance. Making Sense of Structural Adjustment Processes in Industrial Sectors, Regions and Societies. ElgarOnline.
- [4]. Weick K. E, Sutcliffe K. M. (2007). Managing the Unexpected: Resilient Performance in an Age of Uncertainty. John Wiley & Sons.