

## Le Changement Organisationnel : Etat de l'Art

### [ Organizational Change: State of the Art ]

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**ABSTRACT:** The current business environment is constantly changing because of globalization, market opening and continuous technological progress. In this environment, businesses are prompted to mobilize their reflective capacities and their material and immaterial resources in order to ensure sustainable and viable development. The need to reduce costs and delays and improve quality remains relevant. However, other needs have emerged for businesses to ensure their sustainability. Adaptation and anticipation are becoming major challenges to improve the company's responsiveness and proactivity, encouraging it to innovate in order to face sudden and unpredictable changes in its environment. To cope with this chaotic environment, companies are thus led to find ways to improve or change their operations, depending on the external situation of the environment and their own internal situation. However, this exercise, which is essential for the survival of economic activity, remains to this day poorly controlled.

**Keywords:** Company, Leadership, Process, organizational change, intentionality, scope, actor, objective.

**RÉSUMÉ:** L'environnement actuel dans lequel vivent les entreprises est sans cesse changeant avec la mondialisation, l'ouverture de marché et les progrès techniques permanents. Ce contexte les pousse alors à mobiliser leurs capacités réflexives et leurs ressources matérielles et immatérielles afin d'assurer un développement durable et soutenable. Les besoins de réduction des coûts et des délais et d'amélioration de la qualité restent d'actualité. Cependant d'autres besoins sont apparus pour que l'entreprise puisse assurer sa pérennité. L'adaptation et l'anticipation deviennent en effet des enjeux majeurs pour améliorer la réactivité et la proactivité de l'entreprise, l'inciter à innover pour faire face à des évolutions soudaines et imprévisibles de son environnement. Pour faire face à ce milieu chaotique, les entreprises sont ainsi amenées à trouver des moyens permettant d'améliorer ou de changer leur fonctionnement et cela en fonction de la situation externe de l'environnement et leur propre situation interne. Cependant, cet exercice indispensable à la survie de l'activité économique, reste à ce jour peu maîtrisé.

**MOTS-CLÉS:** Entreprise, Leadership, Processus, changement organisationnel, intentionnalité, ampleur, acteur, objectifs.

## 1. INTRODUCTION

L'évolution rapide des technologies, des usages et des besoins, rend difficile la prévision de l'évolution des marchés. Les besoins de réduction des coûts et des délais ainsi que l'amélioration de la qualité, la sécurité du personnel, la réduction des impacts environnementaux restent d'actualité. Cependant d'autres besoins sont apparus pour que l'entreprise puisse assurer sa pérennité. L'adaptation et l'anticipation deviennent en effet des enjeux majeurs pour améliorer la réactivité et la proactivité de l'entreprise. La combinaison de l'évolution des marchés liée aux incertitudes organisationnelles crée un contexte de malaise et de remise en cause des positions acquises chez les dirigeants. Face à ces nouveaux défis, le changement devient une

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instrumentation the electrodynamicometer is a transfer type instrument a transfer type instrument is one that may be calibrated with a dc source and then used without modification to measure ac

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