



Holacracy and social dialogue

Case study of an organic food trade cooperative

Publication type: Journal article

Journal: [Socio-économie du travail](#)
2021 - 2, n° 10. [Le « dialogue social » en pratiques et en contextes](#)

Authors: Ollivier (Carine), Rospabe (Sandrine)

Abstract: This article analyzes the effects on social dialogue of a managerial wave: the "freedom-form company", and more the holacracy, one of its organizational forms. Based on the study of an organic food trade company, this work raises several questions: what about social dialogue in a company whose managerial model emphasizes the individual involvement? What are the areas of claims? What is the place of traditional players in professional representations? How are conflicts expressed in structures based on the proximity of ties and the horizontality of relations? This case study proposes an analysis of a particular model of productive organization, the holacracy, and its impacts on collective labor negotiations, conflictuality and staff representation in companies.

Pages: 163 to 191

Journal: [Social Economy of Labor](#)

CLIL theme: 3319 -- SCIENCES ÉCONOMIQUES -- Économie publique, économie du travail et inégalités -- Travail, emploi et politiques sociales

EAN: 9782406140863

ISBN: 978-2-406-14086-3

ISSN: 2555-039X

DOI: 10.48611/isbn.978-2-406-14086-3.p.0163

Publisher: Classiques Garnier

Online publication: 10-26-2022

Periodicity: Biannual

Language: French

Keyword: organization, management, industrial relations, holacracy, freedom-form company.

[Display online](#)