

# Politique des langues en entreprise (LANG401\_LEA)



## En bref

- › **Langues d'enseignement:** Français
- › **Méthodes d'enseignement:** En présence
- › **Ouvert aux étudiants en échange:** Oui

## Présentation

### Description

**Intitulé de cours :** Politiques des langues en entreprise / Language Policies in Organizations

**Enseignante :** Amy CHURCH-MOREL

**Formation :** Licence Langues étrangères appliquées    **Année :** 2ème    **Semestre :** 4

**ECTS :** 2

**Volume horaire :** 15h CM

#### Présentation :

Language diversity is an inherent part of international collaboration. Understanding language dynamics in organizations and how managerial actions can influence them is a key competence for actors looking to contribute to international projects and business, whether it be for multinationals, small and medium-sized companies or in the non-profit or public sectors. This course offers an opportunity to study language-sensitive management at the interpersonal, team, organizational, and societal levels with both lecture and interactive activities, based on the state-of-the-art in language management research. We will look at key issues involving language choice, communication effectiveness, power dynamics, trust, and compliance with national legal frameworks.

Through this course, students will hone their abilities to understand multi-level language dynamics and adopt language strategies to support effective collaboration, a key element for inclusive and responsible leadership.

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## Heures d'enseignement

CM Cours Magistral 15h

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## Pré-requis obligatoires

Sufficient level of English proficiency for a university course.

Curious, rigor, attentiveness, and willingness to participate.

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## Compétences visées

By the end of the course, students should be able to:

- \* Name the key elements of a language audit in the interest of describing the language dynamics of an organization, including the presence or absence of formal and informal language policies and language choice
- \* Name and identify language management practices employed in multilingual organizations
- \* Present a societal linguascape with the associated language dynamics
- \* Develop multi-level strategies for approaching language diversity and understand their implications

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## Bibliographie

### Ouvrages

Barmeyer, C., Bausch, M., & Mayrhofer, U. (2021). *Constructive Intercultural Management: Integrating Cultural Differences Successfully*. Edward Elgar Publishing.

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Girin, J., Chanlat, J.-F. & Dumez, H., *Langage, organisations, situations et agencements*, Les Presses de l'Université Laval.

Horn, S., Lecomte, P., & Tietze, S. (Eds.). (2020). *Managing Multilingual Workplaces: Methodological, Empirical and Pedagogic Perspectives* (1st ed.). Routledge. <https://doi.org/10.4324/9780429431128>

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### **Articles et autres publications**

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Church-Morel, A., & Bartel-Radic, A. (2016). Skills, Identity, and Power: The Multifaceted Concept of Language Diversity. *Management International*: 21(1): 12–24.

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## Infos pratiques

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### Lieux

- › Chambéry (domaine universitaire de Jacob-Bellecombette - 73)

## Campus

› Chambéry / campus de Jacob-Bellecombette