

Dynamics of the communication of power and professionalization of the power of communication in the workplace: devices, strategies and limits

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Abstract:

Any form of power is exercised and practiced in a space, a time and through the actors who exercise it and the subjects who are submitted to it. It is an indispensable concept for the social sciences. It determines, conditions and rationalizes any process of social (Crozier.M, 1970) and professional integration. Meaningful links are established between theories of power, between the methods and strategies of this power and behaviors in the human context. Indeed, human interactions represent a framework for the expression of the power in communication. Its influence depends on the degree of vulnerability of certain people. The professional context is also a framework for the expression of power that creates a specific type of interpersonal relationship and an appropriate communication strategy.

Our contribution wonders about the power of communication and the communication of power. This dichotomy supposes the expressed needs, rules of human functioning that accept or reject the fears, weaknesses and tensions between the actors of the communication process. To communicate is a way to practice a permanent power over the other members, it is the mastery of the areas of uncertainty. S

sometimes formalized, it is to create dependencies between the actors, holders of this communicational power and those who are subject to him. The manager is a person who influences with a reflexive and real method, who exploits a latent or manifest employee and collaborators vulnerability

We raise fundamental questions about the power of communication and communication power of professional communication:

- Is the power of the communication tool or of the process itself?
- Exercising power over employees through communication, is it a particular skill of the leader or an innate power?
- Is there a model of communicational power associated with managerial representations which constitute a model of the communication of power in the professional context?



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Our communication will attempt to provide some answers to these questions.

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