

LENTIC

- Research centre, attached to HEC-Management School (University of Liège)
- Research focus: organizational change processes, new organizational forms, new work arrangements
- Multidisciplinary team (a dozen of research fellows): sociology, management, psychology, economics, anthropology, communication

Involved in this project: Frédéric Naedenoen (management science), François Pichault (sociology)

- Combination of applied and fundamental research with a focus on action-research
- Recent achievements on flexicurity, restructuring processes, evolutions of social dialogue, new forms of organizations, new intermediaries on the labour market (EU/Belgium)



Main research topics

- Organizational Change and the Role of HRM (private & public companies)
 - Skills management
 - New Organizational Forms
 - New Public Management, organizational identities and identification processes
- Labour Market and Emerging Forms of Social Regulation
- Management of the Organizational Dimension of ICT Projects

External sources for LENTIC: public research institutions

- European Social Fund: participation to an international scientific network (France, UK, Sweden, Belgium) for studying the management of restructuring processes supported (0,5 FTE during 2 years)
- Belgian Scientific Policy Department: interdisciplinary network on theorizing the concept of governance (1 EFT during 5 years)
- National Fund for Scientific Research: Phd grant on the governance challenges of university-business partnerships (1 EFT during 4 years)
- Belgian Federal Employment Department: building new indicators of job quality on the European labour market (0,75 FTE during 6 months)
- Belgian Regional Economic Department: studying interorganizational learning in innovative clusters (1 FTE during 3 years)



External sources for LENTIC: public, non profit and private organizations

- Structuring the HR function in a public hospital (1 EFT/3 years)
- Anticipating users reactions to a new data management system in a regional administration (0,5 EFT/6 months)
- Improving the collective bargaining processes in a public regional transportation company (1 EFT/5 years)
- Designing a personnel appraisal policy in a non-profit organization providing family care services (0,5 EFT/1 year)
- Understanding the role of middle managers in a telecommunications company after a social crisis (1 EFT/10 months)
- Preparing the organizational and HRM consequences of growth strategy in the local subunit of an international group in the optical fiber sector (1 EFT/6 months)
- Auditing the local HR processes in an international manufacturing company (0,25 EFT/6 months)

Internal sources for LENTIC: university level

- Running costs for supporting the creation of a Belgian Observatory on Restructuring Processes (1 year, yearly call for tenders)
- Travel expenses related to the participation to international conferences (continuous)
- Interdisciplinary project (psychology, sociology & management faculties) on flexicurity (5 years, yearly call for tenders)
- PhD grant on the professionalization process of HRM in the non-profit sector

Internal sources for LENTIC: faculty level

- Post-doctoral stays abroad (1 year)
- Supporting the participation to international conferences (continuous)
- Publication awards (yearly)