ICT's impact on relationship between individuals and their work

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ICT's and connection

- Strong impact of Information and Communication Technologies on our lives

- Massive use of ICT:
  - 9 software per employees (Sarnin, Michel & Bobillier-Chaumon, 2009)
  - Number of Smartphones multiplied by 6 since 2008 (Rapport Mettling, 2015)

- Labor law from August 8th, 2016: disconnection's right

- Enterprises use of regulations' strategies (Félio, 2015)

- Permanent connection:
  - Implicit rule of work
  - Any disconnection comes with a justification or a sanction (Bobillier-Chaumon, 2012)
  - Connection became the norm (Jauréguiberry, 2014)

- Aim: Describe underlying concepts behind the injunction of connection

Spatiality's modification

- Workspace: Not an exclusive nor major aspect of work (Bobillier-Chaumon, 2012)

- Several ways of working « outside the walls » developed:
    - Telework: 14% of French in 2013 (Bobillier-Chaumon & al., 2014)
    - Satellite office
    - Coworking spaces : 360 in France by the end of 2015
    - Tele-management (Mettling report, 2015)
    - Nomadism : manager « glocalisé » (Bobillier-Chaumon, 2016) & « mobiquité » (Badillo & Roux 2008)

- Consequences:
    - Inadequate work conditions
    - Tele-management: insufficient recognition(APEC, 2011), 56% of misinterpreted mails (Kruger & al., 2005 in Bobillier-Chaumon & al., 2014)

Temporality's modification

- Emergency's temporality (Laïdi, 1999, in: Datchary & Gaglio, 2014)
  - Permanent reactivity
  - Immediacy

- Consequences on work:
  - Reflex instead of reflection (Jauréguiberry, 2006, Senett, 2006)
    - > Paradox: man modeled by technology
    - > Creativity's place? « No down time » ideology
  - Work's quality deterioration (Aubert, 2008)

- « Instant man » or « tourbillon du branché » (Jauréguiberry 2006, Aubert, 2008)
  - Addictive frenesy

Dissolution of frontiers between personal life and professional life

- Reduction or even dissolution of frontiers between personal life and professional life
  - Frontier objects (Bobillier-Chaumon, 2012): work's intrusion on personal life
  - Guilbert & Lancry (2007): open window on work
  - Broadbent (2011): intimate communication on workplace decreases anxiety levels

- 4 models of permeable frontiers (El Wafi & Brangier, 2013, 2016):
  - Segmentation
  - Integration
  - Hybridization
  - Spillover

Normalization, visibility and engagement

- Work is more noticeable (shared agendas, reporting, increasing of traceability) (Dubois & Bobillier-Chaumon, 2007)

- What are the stakes of this need of noticeablity?
  - Recognition as an expert (Domenget, 2014)
  - Justification of our utility (Andonova & Vacher, 2013)
  - Managerial visibility : assert his framing role and his all-time disponibility (Félio, 2013)
  - Career's stakes :
    - > Young managers: investment
    - > Senior managers: adaptation (Félio, 2013)
  - Subjective prescription of work (Bobillier-Chaumon & al., 2014).

- Showing their engagement, but what kind of engagement? (Haroche 2004)

Perspectives

- Major concern for prevention

- Emergencies' pathologies straightly related to immediacy injunction:
    - > High price to pay: stress, suffering, burn-out and suicide (Dejours & Bègue, 2009)
    - > Sleeping troubles, depressions due to exhaustion, irritability, hypersensitive reactions (Aubert, 2008)
    - > Brutal involuntary disconnection due to the "syndrome of the connected". (Jauréguiberry, 2012)

- Connection problem or organizational problem?
- Reflection: debating about technical objects (Bobillier-Chaumon, 2013)
- Successful working group around disconnection issues (Lafranchise & Paquet, 2015)

Thank you for your attention