Université Paris-Saclay

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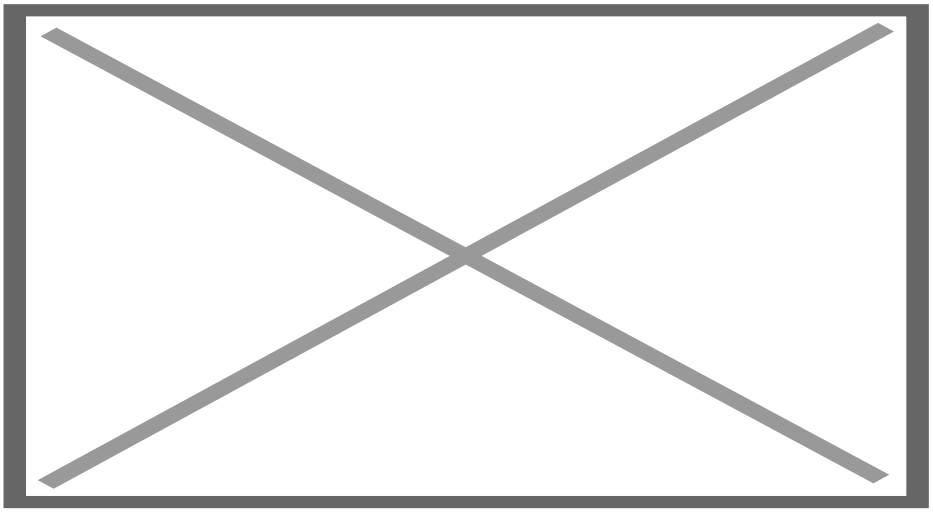
M1 Travail expertises organisations / Conduite du changement

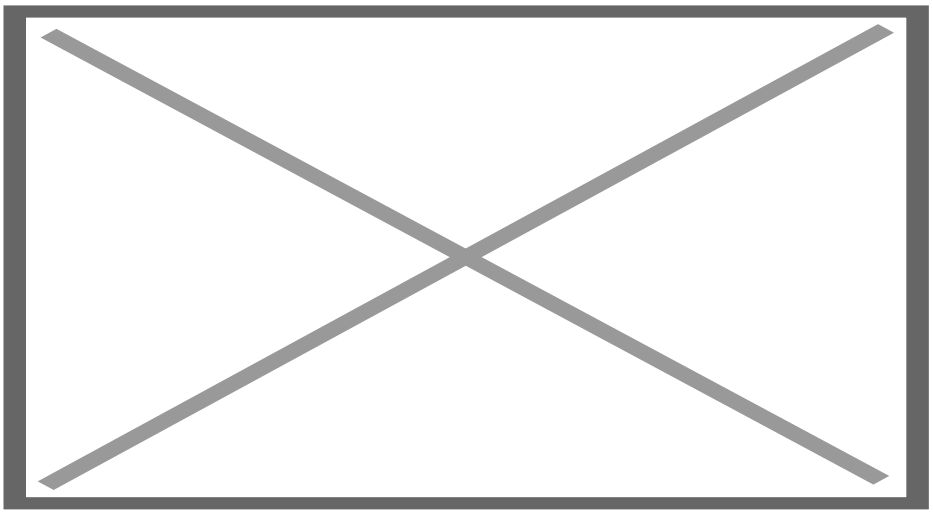
Master's degree
Specialisation Sociology
Enrolment type
Formation initiale
Formation continue
Language(s) of instruction
French

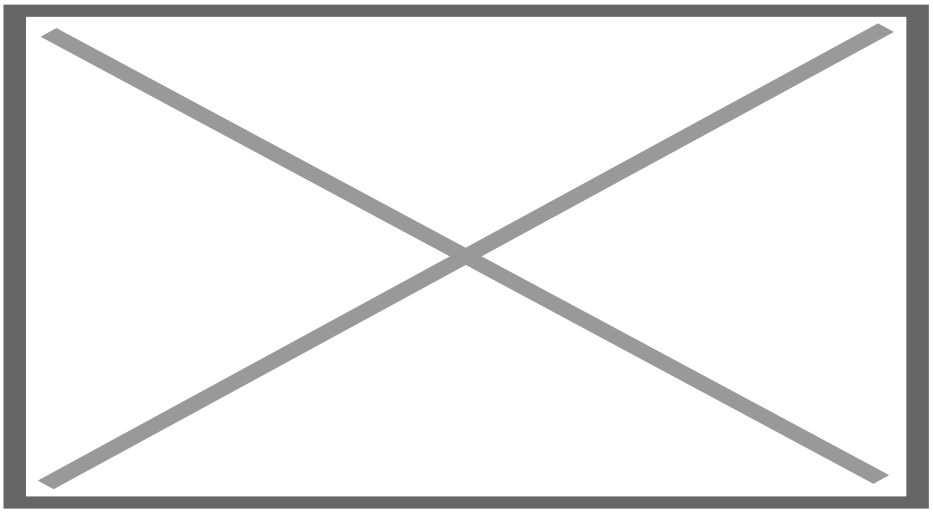
The TEO/CDC program trains change management professionals using knowledge and methods derived from sociology. It also offers a comprehensive curriculum in the sociology of work and organizations for students wishing to specialize in this field. The first year strengthens sociological knowledge and consolidates mastery of survey and intervention methods, preparing students for the second year, which is a work-study program.

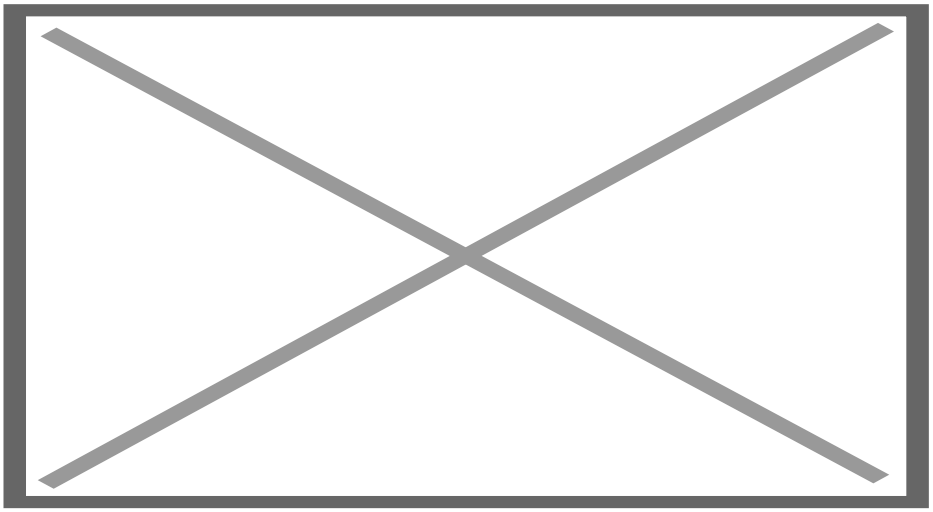
In the first year, students in the TEO/CDC master's program follow three types of teaching: general courses that aim to consolidate knowledge in sociology; professional or applied courses that allow students to acquire more technical and specialized knowledge in change management; and finally methods courses that train students in sociological research and intervention in organizations. The courses are given by teacher-researchers and professionals, including former students who have become experts in their field. The teaching methods are varied and throughout the year, highlights are organized. Finally, students complete a two-month mid-year internship. This internship allows them to have both initial professional experience and a field of research for their dissertation.

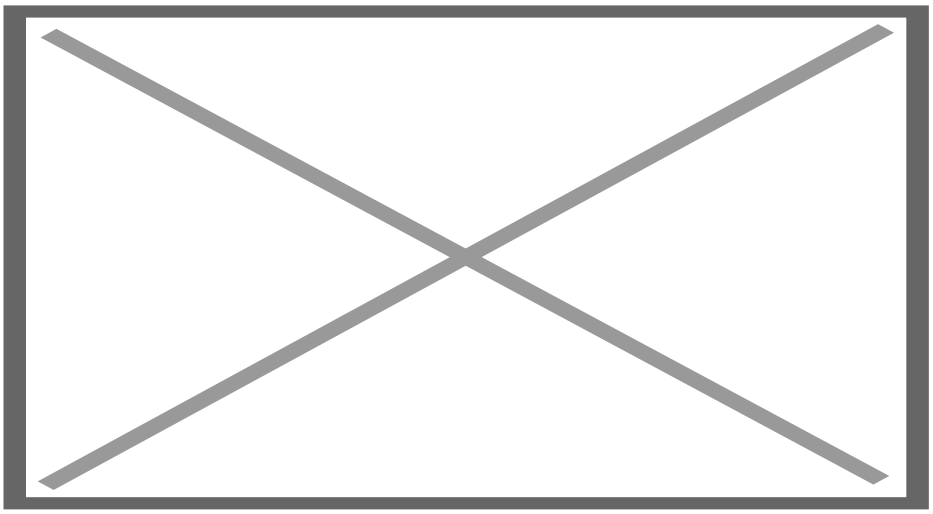
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Information

- Overview
- Application requirements
- Schedule

Présentation

Skills

- Gain a solid understanding of the field of change management and professional areas of expertise related to the world of work.

- Have a knowledge of major sociological theories and major contemporary issues to understand transformations in the world of work.

- Use methodological tools (qualitative and quantitative surveys) to conduct organizational assessments and, more broadly, to investigate the world of work.

- Conduct interviews and observations in organizations and work situations.

- Write research reports and use reading material to understand the organizations and situations studied.

- Give oral presentations of the research conducted, both individually and collectively.

Objectives

Change management is a field of specialization that has been growing rapidly for several years in businesses as well as in the public sector. Faced with recurring changes (technological, organizational, etc.), management is increasingly turning to change management professionals. At the same time, supporting employees through change in organizations cannot avoid a detailed analysis of the organization in place, activities, or even identities at work. It must also increasingly integrate issues of occupational health, quality of life at work, and social dialogue. The training is structured over two years: the first year allows students to complete their sociology training through fundamental courses in methodology and cross-disciplinary themes (institutions and inequalities in particular). Specialized courses (sociology of industrial relations, human resources, change management professions, etc.) provide an introduction to change management and the analysis of expertise related to the world of work.

Débouchés

Career prospects

Project officer sustainable development
Project Manager
CSR Manager / Officer
Human Resource department
Research and Innovation Manager
Project Manager
Economic and statistical analyst
Research or Design Engineer
Digital transformation consultant
Lecturer (after a PhD)
Project follow-up and evaluation manager
Project management support
Research officer
Consultant

Further Study Opportunities

2nd year Master’s

Calendar

Start of programme (indicative date)
14/09/2025
End of programme (indicative date)
10/07/2026
Admission

Admission Route

Economics
Economic and social administration
Political Science
History
Sociology

Capacity

Available Places

31

Target Audience and Entry Requirements

Entry into the M1 TEO/CDC program requires training aligned with the program's expectations in terms of knowledge and practice of the social sciences in general, and more specifically in sociology. Each of the two years includes the completion of a collective project based on an institutional, private, or public company commission, and the writing of a dissertation based on an internship experience. These two key areas require skills acquired through the practice of the social sciences, namely: a sound theoretical grounding in the essential concepts of general sociology and the sociology of work practice in conducting research using both qualitative and quantitative methods writing skills the ability to develop a problem and structure an argument by formulating hypotheses Beyond the social sciences, a taste for the themes covered by the Master's program is essential. These themes are broad and touch on numerous issues, whether addressed or not by public or private organizations. This requires an intellectual curiosity that can be maintained by regularly monitoring political, economic and social news, in connection with work and the treatment of this issue by the media and politicians.

Période(s) de candidature

Inception Platform

From 15/01/2026 to 16/03/2026

From 19/06/2026 to 25/06/2026

MonMaster Platform

From February 17th to March 16th, 2026

To find out which platform you should apply through, please see the Masters' applications and enrolment page.

Supporting documents

Compulsory supporting documents

Motivation letter.

All transcripts of the years / semesters validated since the high school diploma at the date of application.

Certificate of French (compulsory for non-French speakers).

Curriculum Vitae.

Detailed description and hourly volume of courses taken since the beginning of the university program.

Additional supporting documents

VAP file (obligatory for all persons requesting a valuation of the assets to enter the diploma).

Supporting documents :
- Residence permit stating the country of residence of the first country
- Or receipt of request stating the country of first asylum
- Or document from the UNHCR granting refugee status
- Or receipt of refugee status request delivered in France
- Or residence permit stating the refugee status delivered in France
- Or document stating subsidiary protection in France or abroad
- Or document stating temporary protection in France or abroad.

Programme

Subjects	ECTS	Semester	Lecture	directed study	practical class	Lecture/directed study	Lecture/practical class	directed study/practical class	di le c

Projets collectifs en conduite du changement	2	Semestre 1		18					
Charger le détail									
Méthodologie de recherche	3	Semestre 1	9	9					
Charger le détail									

Subjects	ECTS	Semester	Lecture	directed study	practical class	Lecture/directed	Lecture/practical	directed study/practical class	di le c
Sociologie de la jeunesse	2	Semestre 1	18						
Charger le détail									
Sociologie des institutions	3	Semestre 1	18	6					
Charger le détail									
Approches sociologiques des inégalités sociales	3	Semestre 1	18	6					
Charger le détail									
Nouvelles avancées des sciences sociales	3	Semestre 1	18	6					
Charger le détail									

Subjects	ECTS	Semester	Lecture	directed study	practical class	Lecture/directed	Lecture/practical	directed study/practical class	dis lea co
Anglais 1	2	Semestre 1		18					
Charger le détail									
Dynamiques européennes	2	Semestre 1	12						
Charger le détail									

Subjects	ECTS	Semester	Lecture	directed study	practical class	Lecture/directed	Lecture/practical	directed study/practical class	di le c
Approches quantitatives	3	Semestre 2	6	18					

Subjects	ECTS	Semester	Lecture	directed study	practical class	Lecture/directed study	Lecture/practical class	directed study/practical class	di le c
Charger le détail									
Actualités de la recherche internationale	3	Semestre 2	16						
Charger le détail									

Subjects	ECTS	Semester	Lecture	directed study	practical class	Lecture/directed study	Lecture/practical class	directed study/practical class	dist lea co
Atelier de suivi de mémoire	3	Semestre 2		18					
Charger le détail									
Mémoire	10	Semestre 2							
Charger le détail									
Exploitation des données qualitatives	2	Semestre 2		16					
Charger le détail									

Subjects	ECTS	Semester	Lecture	directed study	practical class	Lecture/directed study	Lecture/practical class	directed study/practical class	di le c
Enjeux économiques du travail et de l'emploi	3	Semestre 1	12	12					
Charger le détail									
Connaissance des métiers de la conduite du changement	2	Semestre 1	6	18					
Charger le détail									
Sociologie des relations de travail	3	Semestre 1	12	12					
Charger le détail									

Subjects	ECTS	Semester	Lecture	directed study	practical class	Lecture/directed study	Lecture/practical class	directed study/practical class
Actualité de la gestion des ressources humaines	2	Semestre 2	12	12				
Charger le détail								
Initiation aux relations professionnelles	3	Semestre 2	12	12				
Charger le détail								
Sociologie de l'innovation	3	Semestre 2	12	12				
Charger le détail								

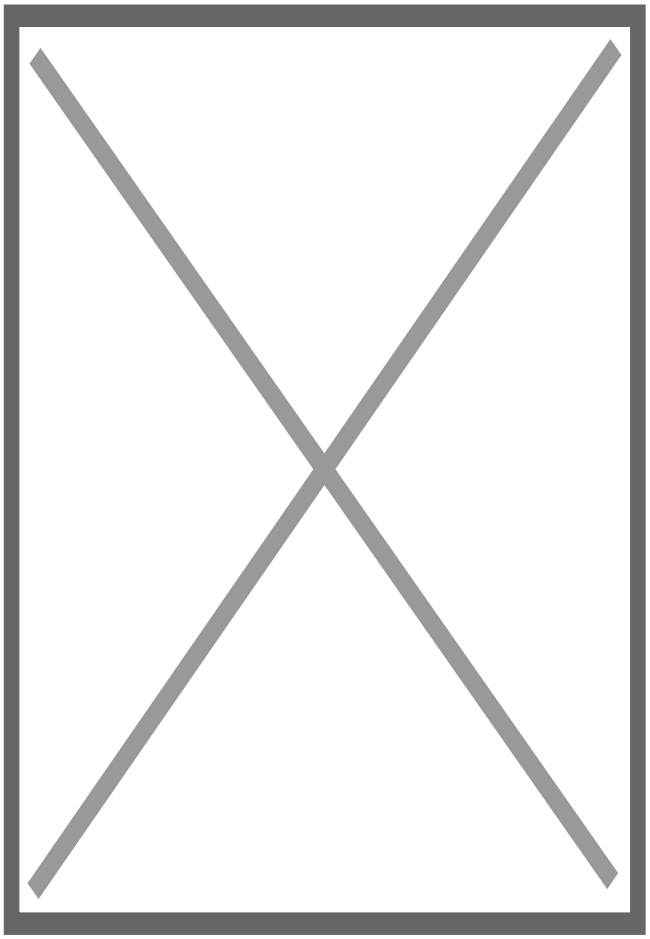
Subjects	ECTS	Semester	Lecture	directed study	practical class	Lecture/directed study	Lecture/practical class	directed study/practical class	distanc learni cours
Anglais 2	3	Semestre 2	18						
Charger le détail									
UE Libre	2	Semestre 2							
Charger le détail									

Teaching Location(s)

GUYANCOURT

Training campus

Javascript est requis pour visualiser cette carte.



Saint-Quentin-en-Yvelines

Saint-Quentin-en-Yvelines
Bus 5103, 5150, 5198, 7807
RER C Saint-Quentin-en-Yvelines
Voir
Student restaurant (CROUS)
Student residence
Library

Contact

- **Marie BENEDETTO-MEYER**
- **Laurent Willemez**
- **Olivier Guillaume**

http://www.universite-paris-saclay.fr/formation/master/sociologie/m1-travail-expertises-organisations/conduite-du-changement