

Psychodynamics in organizational change

[Business](#), [Human Resources](#)



Individuals are able to understand their desires and fantasies thus enabling them to perform well in organizations. Individuals with repressed feelings are likely to perform poorly in work situations in the organizations thus resulting in the need for the application of psychoanalysis in the organizations today. There is an interrelation between the fantasy of self and the organizational discourse that is present in most organizations. An example that I have seen in my organization is the way in which leaders perform their identities and at the same time deal with their unwanted aspects of the self. Leaders in organizations act as an example to other employees in their organization. Thus, they have to effectively deal with the unwanted aspects of the self that would prevent them from a high-quality performance. To do so, they have to incorporate the aspects of psychoanalysis.

References

Fotaki, M., & Schwartz, S. L. (2012). What Can Psychoanalysis Offer Organization Studies Today? Taking Stock of Current Developments and Thinking About Future Directions, 33.