



We have in common only
one outstanding grandfather

The seeds of the Soviet psychology
have grown in Fr. in a soil marked by
Faverge's and Leplat's influence



<p>Work cannot be understood only through its formal descriptions</p>	<p>1955</p>	<p>Faverge Ombredane</p>
<p>Discrepancy between « what has to be done » and « the way it is done »</p>		
<p>Industrial variability Human variability Human adjustments to cope with them</p>		



« Real work »

Vs

« Prescribed work »

The word « activity » becomes a
milestone ca 1973



Today

- « Activity » is a common reference for \approx 100 ergonomic consultants and \approx 200 company ergonomists in France
- The same reference is alive in Brazil and Quebec



Activity is originally **individual**

The finalized mobilization of the
human person to reach the objectives



Health = room
for manoeuvre

Values

Psychic
dimensions

Organisation as an
activity

**Possible
future activity**

Activity

Real work \neq

prescribed work

Mental work of
« manual workers »

Cultural
dimensions

The collective entry point

Work analysis

Design as an activity

1955

1965

1975

1985

1995

2000

Showing what real work is

Participatory project management

Fostering social debates
about real work

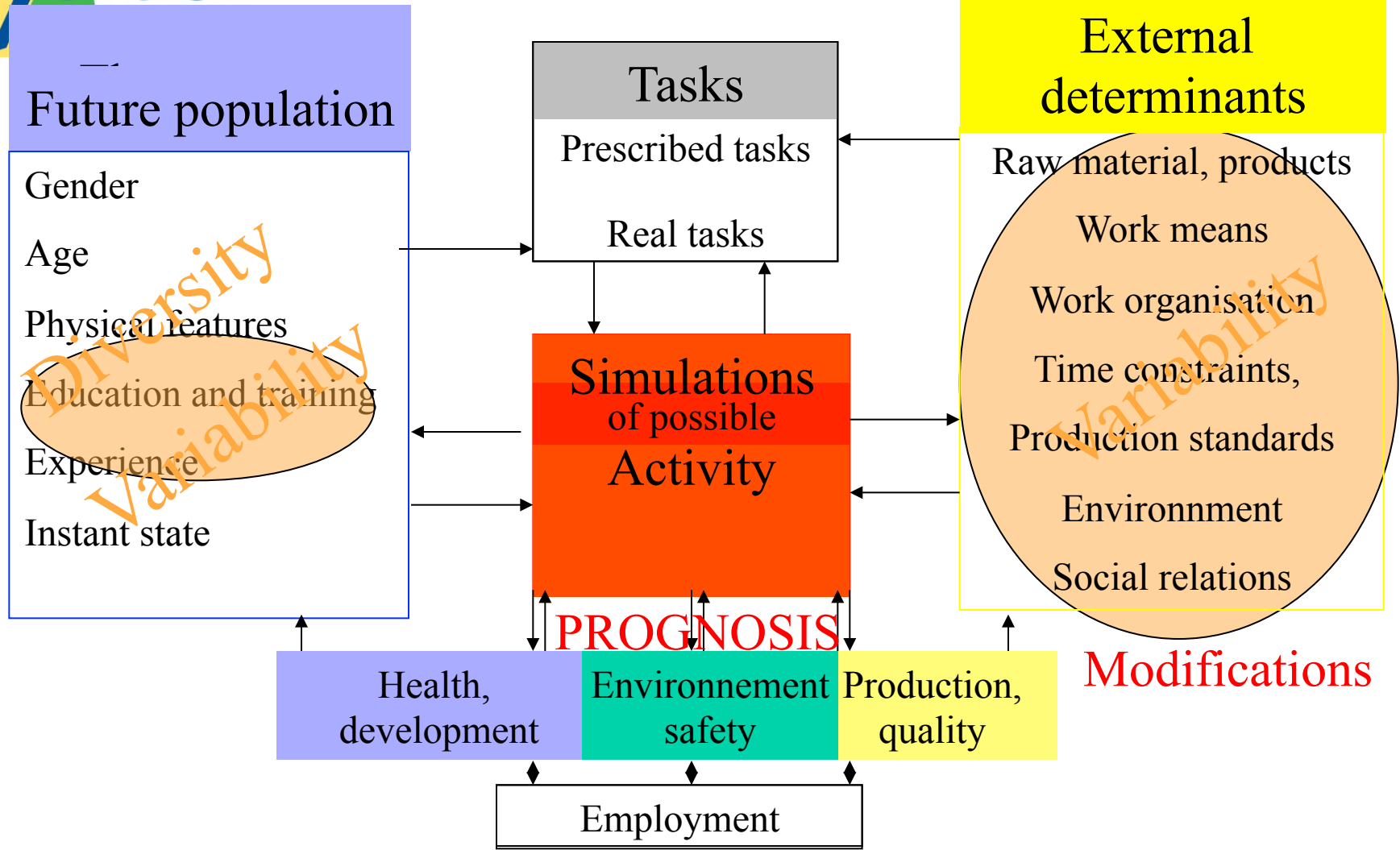
(technical and architectural)

Technology
transfer

Organisational redesign

Services

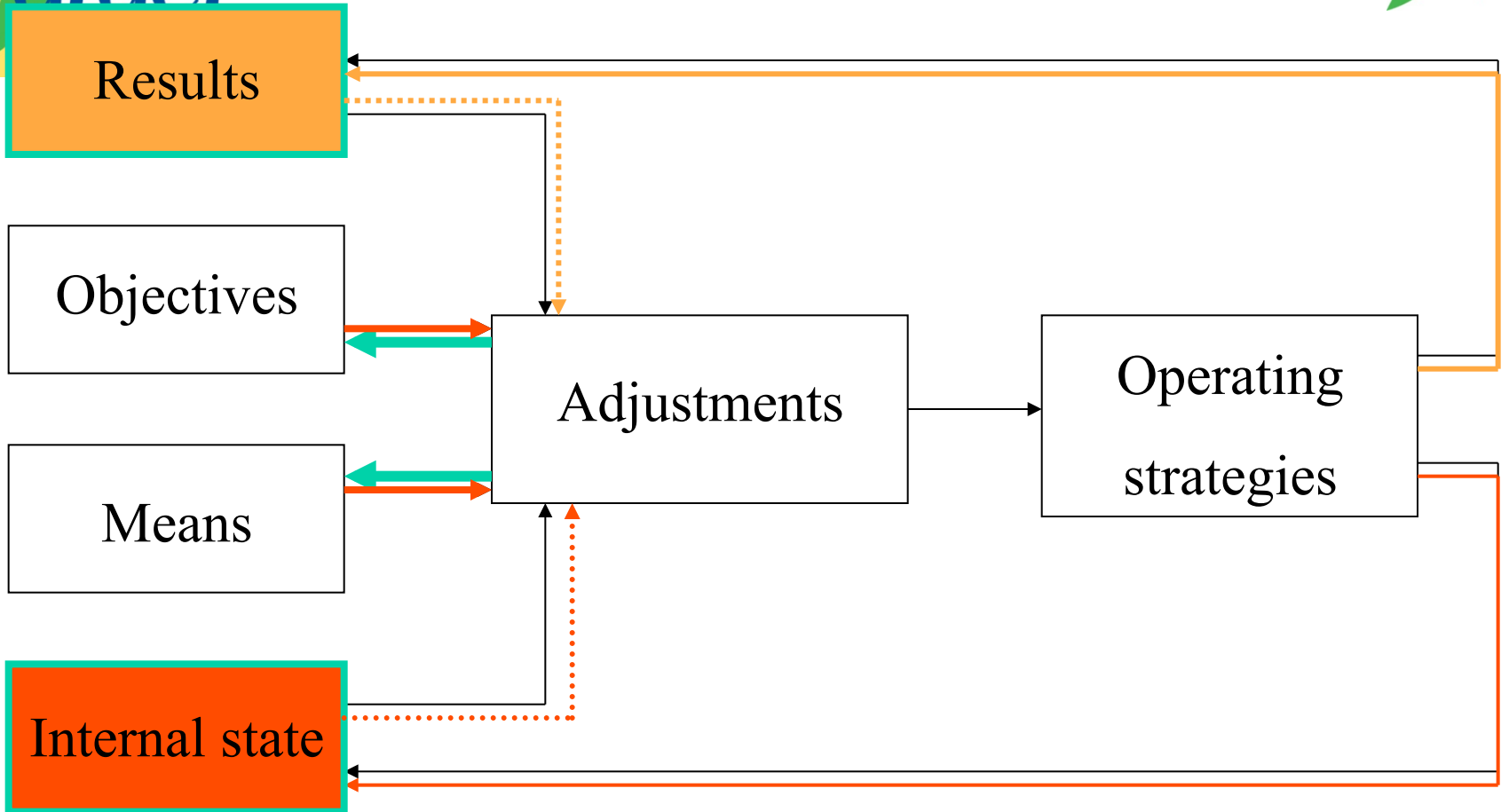
Fields of action





Understanding activity is a necessary step to understand occupational health problems

Good productive results do not give any information about the human cost involved



Result not reached : overflow



Further developments

Activity is not reactive, it is proactive

The brain is oriented towards the future

Activity as a continuous flow of significations, combining the processing of different histories

Theureau
Pinsky

Berthoz

Theureau

1980s

1990

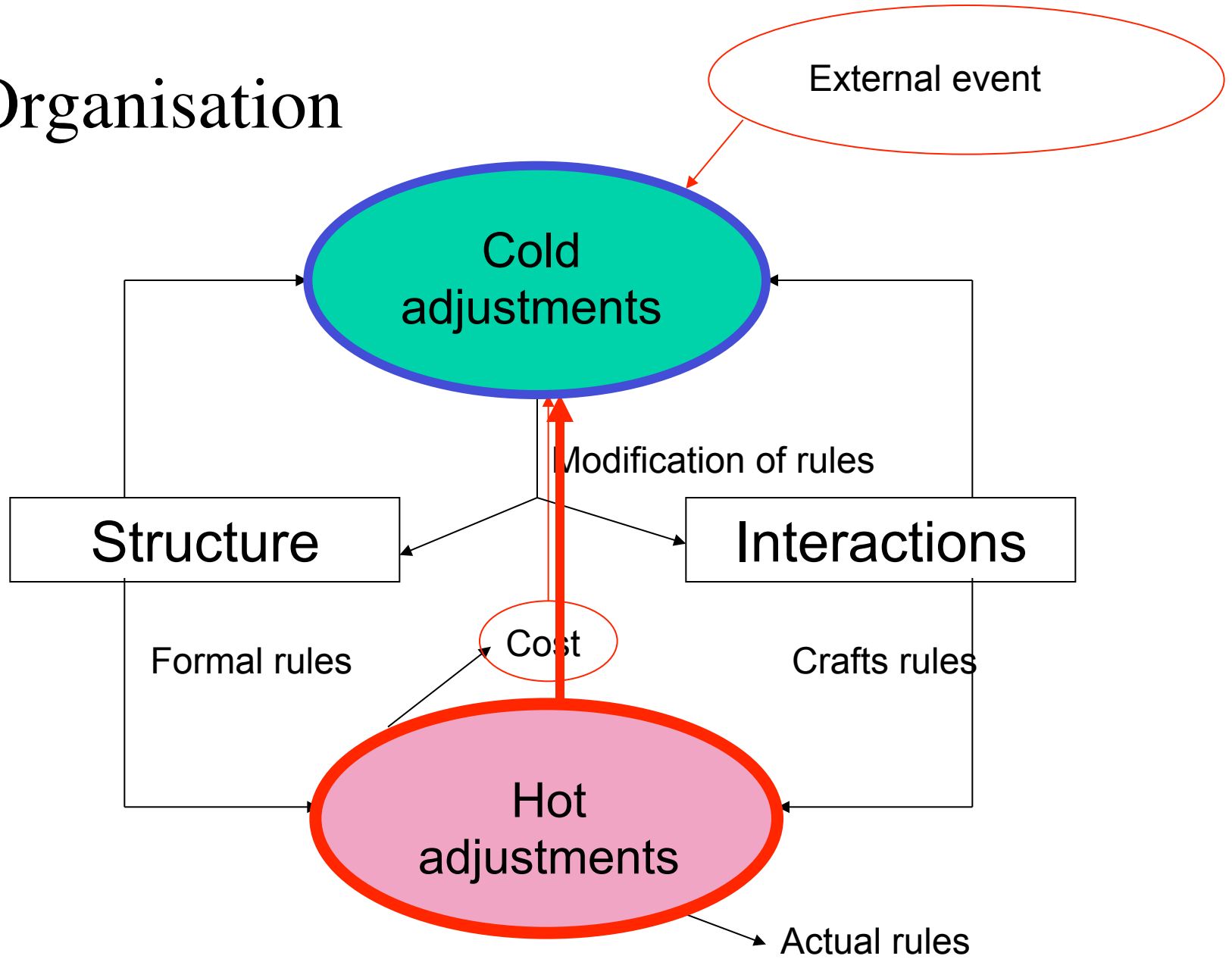
1980s





Social, historical and cultural determinants	Anthropotechnology Wisner	1980s
Working is producing rules	De Terssac	Late 1980s

Organisation



The determinants of work activity are not to be founded only at work

- Determinants of shift work,
 - Quéinnec, De Terssac, Teiger, 1990
- Psychic dimensions, defences
 - Dejours, 1983

Collective dimensions

- Studied from the individual entry point
- Collaboration, cooperation, etc.
- Values (shared or not)

Y. Clot

- Activity is addressed to somebody
- Activity is not only what you do but also what you would like to do and cannot achieve
- The tasks are a cooled model of the designers' activity
- Generic rules and personal styles

Approaching future activity

- Activity cannot be forecast
- What can be forecast is the
« Possible space of future likely activity »
- Design opens up and closes way of development

Reference sites	Activity analysis Typical action situations Variability, adjustments
Design guidelines	
Simulations Design proposals	Future typical action situations Prognosis (health, efficiency)
Start-up	Activity analysis

Theory of practice

- An ergonomist is a worker whose activity can be analysed
- The ergonomist behind the ergonomist
- The reflexive practice
- The reflexive management of the interventions
- Models than can be circulated and put to the test by the practitioners

« Real work »

Vs

« Prescribed work »

The word « activity » becomes a
milestone ca 1973

The reference of a profession

- Activity analysis as the common reference of French-speaking ergonomists
- SELF

