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Une institution administrative. Le feedback à 360 degrés

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The institution is always a heteronomous construction which supposes the intervention of a “fiat” establishing a break in the continuum of the natural succession of events. This beginning is a sequence of acts leading to a practical judgment on a reality that exists only because of this qualification. This is the sense of the legal verb *instituere*. The paper tests this vision of the institution on the case of a widespread practice in the managerial world: the 360-degree feedback. A Jesuit genealogy of this practice illustrates new cultures within the firm and the consequences on the subjectivity level.