**Programa**

**Identidad y Rol Organizacional**

2º semestre 2016

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| **I. Identificación de la actividad curricular** |
| Carrera en que se dicta: | Psicología |
| Profesor o equipo: | Dr. Carlos Díaz Canepa |
| Ciclo al que pertenece: | Especialización |
| Semestre: | 6º y 8º |
| Modalidad: | Presencial |
| Carácter: | Optativo |
| Pre-requisitos: | Psicología del Trabajo y las Organizaciones |
| Año | 2016 |
| **II. Descripción / Justificación de la actividad curricular** |
| La construcción de la identidad, está en gran medida definida por espacios institucionalizados, que sucesivamente vamos integrando y por los roles que vamos ocupando. El orden seuencial de estas trayectorias, asociado a la propia historia biográfica, van a incidir en la forma como nos representamos la realidad y actuamos en ella. Tales procesos no son inocuos, en cuanto a definir la forma en la que las exigencias del trabajo, nos impactan y como nos proyectamos para nuestra vida post trabajo. |
| **III. Objetivos de la actividad curricular** |
| El curso tiene por objetivo introducir los conceptos y modelos de análisis del desarrollo de la identidad, identidad de rol laboral y organizacional.Se enfatiza el carácter de mediador semiótico de la identidad y el carácter incidente de los distintos procesos de socialización.Se asume una perspectiva constructiva, que da pie para pensar, e implementar modelos dinámicos en la gestión de personas, en las organizaciones, atendiendo al carácter contingente de la relación entre identidad, y condiciones bajo las cuales se despliega la actividad humana. |
| **IV. Temáticas o contenidos de la actividad curricular** |
| * Teorías y enfoques de socialización
* Teorías y enfoques de Rol
* Socialización e Identidad
* Identidad y Personalidad
* Cultura, ultura Organizacional e Identidad
* Identidad e Identidad de Rol y Laboral
* Educación e identidad de Rol y Laboral
* Trayectorias de Vida e identidad de Rol y Laboral
* Trabajo e identidad de Rol y Laboral
* Efectos del (des)Acoplamiento entre Identidad y Rol
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| **V. Metodología de la actividad curricular** |
| * Cursos lectivos
* Análisis de lecturas
* Trabajo de investigación en terreno
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| **VI. Evaluación de la actividad curricular** |
| * Análisis de lecturas (40%)
* Investigación en terreno: 2 fases (20% y 40%)
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| **VII. Bibliografía General** |
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20. *Cherrier, H. y Murria, J. (2007). Reflexive Dispossession and the Self: Constructing a Processual Theory of Identity Consumption, Markets and Culture, Vol. 10, no 1, 1–29*
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