



# El rol de los trabajos de grado como motor de aprendizaje organizacional. El caso de los programas académicos de Tecnología Industrial e Ingeniería de Producción en la Universidad Distrital (Bogotá D.C.) [

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Analítica

**Context:** The undergraduate work has become a significant indicator of the professional competences acquired by students from higher-level academic programs. **Objetives:** The main objective of this study is to characterize and analyze the professional profiles with which such a work is developed in two undergraduate programs of the District University Francisco Jose de Caldas, of Bogotá. **Method:** Through a methodology that includes tools of descriptive statistics, and group discussions, we studied the undergraduate works carried out for 17 years in two academic programs. These programs are integrated under a model of training by propaedeutic cycles in the district university. **Results:** We used a historical review of these undergraduate works to collect a set of lessons learned from the accumulated experience and to suggest an organizational learning model aimed at maximizing the results achieved and contributing to the fulfillment of the missionary research function of the academic programs under study. **Conclusions:** Both self-knowledge and the construction of organizational memory must be a permanent process of "learning organizations". In this case, the study of undergraduate works carried out over 17 years became an organizational diagnostic tool that allowed the collecting of improvement strategies to enrich the declared curricular purposes. **Financing:** The District University Francisco José de Caldas funded this study

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- Gran Vía, 59 28013 Madrid
- (+34) 91 456 03 60
- [informa@baratz.es](mailto:informa@baratz.es)