

## **Biographical Professional Career Shaping Processes**

### **- on the Polish example**

The intention of this seminar is to present insight of my postdoctoral study, discuss it, and contrast with the German perspective. I am dealing with managerial biographies, and am interested, generally speaking, in the way subjectivity is constituted in such a system as economy. To put it more precisely, I examine the processes of normalisation and naturalisation of professional identity of people involved in this system, entrepreneurs running their own businesses on the one hand, and managers/expert managers working for international corporations on the other. The starting point of my theoretical reflection is the set of interrelations between the personal and the systemic and the notion of the institutionalised individualisation dating back to Parsonian studies in modernity and Durkheimian writings on internalization of externality.

A practical aim of my research is to discern different biographical variations of a professional career, expenses and dilemmas involved, to identify the exact nature of Foucault's 'technologies of the self' determining to what extent the professional careers and identities embody the real concern with oneself and/or (self-)control, how individuals proceed on their path to reflexivity, agency, autonomy and responsibility.

The discussion may help to investigate shortly the significance of the cultural/institutional context and the modes of reception of new values, professional conduct, concepts, and theories in the field of business organizations. Capitalism in Europe has been fundamentally marked by shifts caused by globalization and European integration; simultaneously, it has been intensified by profound institutional change taking place within each country.