An Outlook on IT professionals' Turn away Intention

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Recommended Citation

TREO
Technology, Research, Education, Opinion

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The pipeline for the information technology (IT) workforce has persistent issues, with reported shortages in filling job vacancies over the years in the US context. The U.S. Bureau of Labor Statistics reported a projection of 356,700 openings each year for the next decade, with a median annual wage of $104,420 as of last year[1]. Organizations might lose a competitive advantage by not being able to hire IT talent. Investigating the determinants of leaving the industry is a plausible venue to address that. While information systems (IS) researchers explored a plethora of drivers to explore the leak in the pipeline at the job level (Zaza et al., 2023), the same consideration remains under-explored at the career level. Why do IT professionals leave the IT profession? We aim to explore, over their IT careers, the impact of technostress and boundary-spanning activities (BSA) of IT professionals on their satisfaction with their IS profession and their exhaustion from IS career experience, to predict their turn away intentions (TAI). While these two concepts are part of the career demands, the source of technostress is technology, and the source of BSA is relations with individuals. While Armstrong et al. (2015) and Brooks and colleagues (2023) explored some of the drivers of TAI, we extend their model by adding a crucial aspect of the job characteristics of IT professionals, that of BSA. We will collect data from the Qualtrics panel targeting IT professionals working in the US, with 5 a minimum of 5 years of experience, and having worked for at least 2 organizations. We will test our research model using Structural Equation modeling techniques. We expect that BSA will have the highest impact on TAI since IT professionals are expected to cope better with technostress after spending a few years in this career. We expect our results will help organizations find appropriate measures and "patches" to address the leak in the career pipeline and keep a healthy pool of IT talent.

References

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[1] https://www.bls.gov/ooh/computer-and-information-technology/home.htm

Presentation at TREO Talks in conjunction with the 45th International Conference on Information Systems, ICIS 2024
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