Chief Information Officer and Job Embeddedness

Emergent Research Forum

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Abstract

The purpose of this mixed-methods study is to explore the nature of Chief Information Officer (CIO) job embeddedness. Past researchers have attributed the surprisingly low number of Chief Executive Officers (CEOs) with CIO backgrounds to variation in roles and skills. However, this study finds that job embeddedness, a strong desire to maintain a current position, is a significant variable in the low occurrence of CIO-to-CEO career progression. This study also finds that job fit and organization fit are the two most influential components of job embeddedness relating to the stationary proclivities of CIOs.

Keywords

Chief Information Officer, Job Embeddedness, Chief Executive Officer, Career Progression