IT Workforce

MIS Quarterly Research Curation

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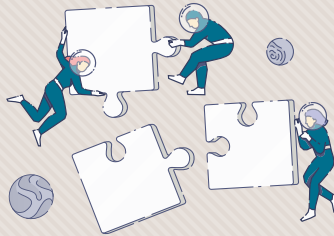Bin Gu (Arizona State University)   Helmut Krcmar (Technical University of Munich)

Since the inception of *MIS Quarterly*, IS researchers have devoted significant attention to the IT workforce. From 1977 to 2017, 76 *MIS Quarterly* articles employed diverse methods for examining the individual, organizational, and market issues tied to staffing the IT function. These studies serve to illuminate not only how changing technologies and market conditions affect demand for the skills and competencies of IT professionals, but also how they influence the design and career paths associated with IT jobs.

Progression of Research in *MIS Quarterly*

FIRST WAVE:
IT as a New Profession

- Characteristics of the IT workforce
- Skills and competencies required for the IT workforce

SECOND WAVE:
IT as Strategic Resource

- Evolving demands of IT skills and competencies
- Nature of IT work
- Managing careers to limit turnover

THIRD WAVE:
New Forms of IT Organizations

- Extension of IT job design
- IT professional well-being
- Contextualizing careers

Continuous technological and market changes

DOMINANT METHODOLOGIES

- Case study
- Econometric analysis
- Experiment
- Survey
- Theory-generative research synthesis

Thematic Advances in Knowledge

MACROLEVEL

ORGANIZATION POLICY

- Employment arrangements
- Approaches to work
- Management systems

IT CAREERS

- Market demands for jobs
- Structure of offline and online job markets
- Job hopping
- Career paths

MESOLEVEL

GOVERNANCE

- Control
- Collaboration
- Outsourcing
- Open source
- Crowdsourcing
- Online communities
- Virtual work

MICROLEVEL

IT PROFESSIONAL

- Motivation
- Diversity
- Experiences
- Turnover

IT WORK

- Job design
- Competencies
- Knowledge
- Skills
- Abilities