Introduction to the Minitrack on Emerging Issues facing the Computing Workforce

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This minitrack covers issues relating to the intersection of humans and technology that are examined from an organizational, managerial, psychological, social, political, or cultural perspective. This minitrack consists of groundbreaking research regarding emerging issues facing IS professionals at different organizational levels, training and professional development of current and future IS professionals and studies developing or extending theory related phenomena. Apart from methodologies and research paradigm papers, this track also consists of best practices/lessons learned, as long as focus on the intersection of humans and technology remains.

This minitrack encompasses a plethora of different issues, with special accent on the following topics:

o Managerial influence of social networking on IT professionals
o The IT professional as a technologist and an emerging vendor manager.
o The IT professional as the ultimate mobile worker, supporting technology and users from anywhere, anytime, on any device.
o Professional Commitment of Computing Personnel
o Career Development Practices for Computing Professionals
o Attracting Students to the Computing Professions
o Retention and Refilling the Pipeline
o Needs, Interests and Abilities of Computing Professionals
o User- relations
o Individual Fit/Alignment with the Work Environment
o Global Talent Management (e.g., Immigration vs. Migration)
o Behavioral Aspects of HCI
o Communication/Interaction (all levels)
o Work-life Balance
o HRIS/HRMS

From this year's submissions, four outstanding papers have been selected for conference presentation. The first paper is "Why IS After All? An Explorative Analysis of Professionals' Letters of Study Motivation", written by Steffen Illig, Sven Laumer and Christian Maier, analyzes the motivational factors of individuals who intend to study IS despite having graduated in another degree program.

The second paper entitled "Role of Voice in Retention of IT Workers: Paving the Higher Road", written by Andrea Hester, Jo Ellen Moore and Susan Yager, explores the options of dissatisfied IT employees to exit (leave the organization) or to voice (invest effort toward correction of the dissatisfying situation).

The third paper, entitled "What Do We Know About FLOSS Developers' Attraction, Retention, and Commitment? A Literature Review" written by Schilling Andreas, reviews and categorizes the managerial insights from over 20 years of Free Libre Open Source Software (FLOSS) research.

Finally, the fourth paper entitled "IT Professionals and their Psychological Contract in the IT Profession" written by Rene Moquin and Cindy Riemenschneider, qualitatively explores potential influences on individual perceptions of psychological contract breach and violation with the IT profession.

Collectively, these papers paint a picture of the intersection between people and technology to address questions for those looking to enter the IS field, advance within the field as well as those possibly leaving the field.

The Minitrack Chairs would like to use this opportunity to thank the authors for submitting their work to this minitrack, and the reviewers for their constructive feedback on the manuscripts. We sincerely hope that you enjoy the engaging presentations and papers at the conference.

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