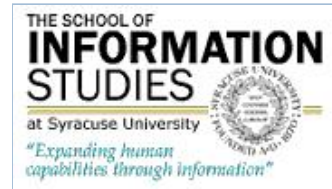


Welcome!

We greatly appreciate your responses to our survey. With your help we hope to understand the information technology profession better in order to develop improved recruitment and retention strategies in the IT field. This research would not be possible without your valuable input and we appreciate the time you are taking to participate. **Thank you!**

(@itwf.syr.edu - Ver 5.0 - Sept.2005)



The survey contains four pages of questions and should take approximately 12 minutes to complete.

A. How do other people see you? How do you see yourself? Please indicate the extent to which you agree or disagree with these statements about stereotypes of the IT field.

Answer Scale: 1-Strongly Disagree to 6-Strongly Agree

	Strongly Disagree					Strongly Agree
	(1)	(2)	(3)	(4)	(5)	(6)
1. If someone called me a nerd I would consider it an insult.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I think other people do think of me as a geek or nerd.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I don't consider myself a nerd or geek	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. My family thinks of me as a computer nerd.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Some of my colleagues are definitely computer nerds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I do not mind being stereotyped as a geek/nerd	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Being seen as a geek by my friends is a problem for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. I like IT jargon.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. When I start a new IT project, I don't mind learning all of the new names of products and technologies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I enjoy using technical terms to communicate with other members of the IT occupation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. In my IT-related work experiences we liked to use acronyms to refer to projects and/or technologies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

B. Please indicate the degree of confidence that you have of being able to perform these tasks in the IT field.

Answer Scale: 1- Not at all confident I can do this to 6- Totally confident I can do this

	Not at all confident I can do this					Totally confident I can do this
	(1)	(2)	(3)	(4)	(5)	(6)
1. Solve difficult information technology problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Accomplish all IT-related tasks designated to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Efficiently deal with unexpected IT-related events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Use my resourcefulness with technology to successfully handle unforeseen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

situations.

5. Solve the majority of IT-related problems if I invest the necessary effort.

6. Remain calm when facing IT-related difficulties.

7. Find the best possible solution when confronted with an IT-related problem.

8. Handle whatever comes my way when dealing with IT.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Please rate all statements on how well they apply to your own experiences in the IT field.

C. What do you like and dislike about the challenges in the IT field? Please indicate the extent to which you agree or disagree with the following statements.

Answer Scale: 1-Strongly Disagree to 6-Strongly Agree

	Strongly Disagree					Strongly Agree
	(1)	(2)	(3)	(4)	(5)	(6)
1. I enjoy learning how to solve IT related problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I enjoy obtaining hands-on experience with IT.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I really like learning about the newest technologies in the IT field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Keeping up with the latest knowledge in my field is fun for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I enjoy making the effort to keep up-to-date with latest developments in IT.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I enjoy spending extra hours learning more about information technology.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. It is tough to do well in the IT field, but I like it that way.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I enjoy dealing with tricky questions about computer problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I dislike fixing messy IT problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I enjoy adapting to constant change in the field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. For me the fast pace of the IT field makes it enjoyable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I would not mind an IT job that required an unusual work schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

D. Please answer the degree to which you agree with the following statements based on your own experiences in the IT field.

Answer Scale: 1-Strongly Disagree to 6-Strongly Agree

	Strongly Disagree					Strongly Agree
	(1)	(2)	(3)	(4)	(5)	(6)
1. I enjoy working with people who share and understand IT-related issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I enjoy the feeling of being needed to provide computing help.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I enjoy knowing that other people depend on my services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I enjoy being asked for computing help.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I dislike being asked repeatedly about the same IT issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I like being a member of the IT experts' "club".	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. When people recognize my IT expertise, I get a good feeling.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Many of the people who I look up to are big names in the IT field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E. For you -- how much is IT a part of your life outside of work? Please indicate the extent to which you agree or disagree with the following statements.

Answer Scale: 1-Strongly Disagree to 6-Strongly Agree

Strongly Strongly

Disagree Agree



- 1. When I'm not at work I spend time on my computer surfing the web.
- 2. When I'm not at work I often tinker with my own computers and software.
- 3. I enjoy console or PC gaming quite frequently.
- 4. I enjoy spending my leisure time playing with information technology.
- 5. One of the things that I share with some of my closest friends is their love of information technology.
- 6. Socializing with other IT people is fun for me.


(1)	(2)	(3)	(4)	(5)	(6)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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F. What are your feelings about the IT profession in general? Please indicate the extent to which you agree or disagree with the following statements.

Answer Scale: 1-Strongly Disagree to 6-Strongly Agree


	Strongly Disagree					Strongly Agree
	(1)	(2)	(3)	(4)	(5)	(6)
1. I strongly identify with the IT profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. When someone criticizes the IT field, it feels like a personal insult	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I care a lot about what others think of the IT field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. When I talk about the IT field, I usually say 'we' rather than 'they.'	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. The IT field's successes are my successes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. When someone praises the IT field it feels like a personal compliment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. When the media criticizes the IT field, I feel embarrassed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Being in the IT field is important to my self-image.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I regret having entered the IT field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I am proud to be in the IT field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I dislike being an IT person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I am enthusiastic about the IT profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G. In the near term -- what are your plans about staying in the IT profession? Please indicate the extent to which you agree or disagree with the following statements.

Note that if you are working now, we will keep your responses confidential from your employer. Your responses will not affect your employment status.

Answer Scale: 1-Strongly Disagree to 6-Strongly Agree

	Strongly Disagree					Strongly Agree
	(1)	(2)	(3)	(4)	(5)	(6)
1. I have put too much into the IT profession to consider changing now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Changing professions now would be difficult for me to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. There are no pressures to keep me from changing occupations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Changing professions now could require considerable personal sacrifice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I believe people who have been trained in the IT field have a responsibility to stay in the field for a reasonable period of time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I do not feel any obligation to remain in the IT field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I feel a responsibility to the IT profession to continue in it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Even if it were to my advantage, I do not feel that it would be right to leave the IT field now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. I am in the IT field partly because of a sense of loyalty to it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I plan to continue to be active in the IT field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Pursuing a career in the IT field is important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. I would not consider moving away from the IT profession for at least three years.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. If I could change my career focus to something other than IT right now, I would.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

H. The following questions will help us to group your responses with those of other similar individuals in order to improve the accuracy of our analysis. We appreciate your frank and complete responses to the items below.

1. What kind of work situations have you had in the IT field? (check all that apply)

- Full-time employment Volunteering
 Part-time employment Industry related academic projects
 Internships Other -- please specify _____
 Co-ops

2. What was the total duration of your paid and unpaid work experiences in the IT field (jobs, internships, etc.)?

- Less than six months
 Between six months and 1 year
 Between 1 year and 3 years
 More than 3 years

3. Now -- please indicate the nature of your most recent or current IT work experience. For example, if you are currently on an IT internship, click 'Internship.' Then, please answer all of the following questions in relation to that most recent or current IT job.

- Full-time employment Volunteering
 Part-time employment Industry related academic projects
 Internships Other -- please specify _____
 Co-ops

4. In your current or most recent IT work experience, how many hours per week do/did you work, on average?

5. What type of organization is/was your current or most recent IT work experience.

- Commercial Firm Education
 Professional or Consulting Organization Industry
 Nonprofit Organization Financial Institution (Insurance/Banking)
 Government Other -- please specify _____

6. How large is/was the organization you worked at during your most recent or current IT work experience?

- Less than 50 employees
 50-99 employees
 100-999 employees
 1000 or more employees

7. How large is/was your organization's IT department AT YOUR LOCATION ONLY during your most recent or current IT work experience?

- ≤ 10 full time workers

- 11 – 50 full time workers
- 51 – 100 full time workers
- > 100 full time workers

8. What are/were your job responsibilities during your most recent or current IT work experience? (Check all that apply)

- | | |
|--------------------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> Computer/Information Science | <input type="checkbox"/> Operations Research Analysis |
| <input type="checkbox"/> Research | <input type="checkbox"/> Technology Evaluation |
| <input type="checkbox"/> Computer Programming | <input type="checkbox"/> Project Management |
| <input type="checkbox"/> Computer Software Engineering | <input type="checkbox"/> MIS management |
| <input type="checkbox"/> Computer Support | <input type="checkbox"/> Systems Design |
| <input type="checkbox"/> Systems Analysis | <input type="checkbox"/> Web Design |
| <input type="checkbox"/> Database Administration | <input type="checkbox"/> Marketing |
| <input type="checkbox"/> Network and Systems | <input type="checkbox"/> Strategic Planning |
| <input type="checkbox"/> Administration | <input type="checkbox"/> IT Instructing |
| <input type="checkbox"/> Network & Data Communications | <input type="checkbox"/> Other -- please specify |

Analysis

I. In a typical week at your most recent IT work experience, rate the importance of these tasks / activities in performing your job?

Answer Scale: 1-Very Low Importance to 6-Very High Importance

	Very Low Importance					Very High Importance
	(1)	(2)	(3)	(4)	(5)	(6)
1. Using computers / software / and-or related equipment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Programming devices and/or software.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Monitoring the operation and/or status of equipment or software.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Performing clerical or repetitive activities with data or devices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Interpersonal interaction with employees not in your own department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Contact with customers and/or the public.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Supervising the tasks or work of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Managerial planning and decision making.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Physical labor and activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Working an unusual schedule (e.g., not 9-5 M-F).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Working in a hazardous or physically challenging environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

J. Demographic Information

1. Please select your gender.

- Female
- Male

2. Please select your age.

- 18 to 25 years old
 26 to 35 years old
 36 to 55 years old
 Older than 55

3. Please select your racial or ethnic identification. (check all that apply)

- White/Caucasian Asian or Pacific-Islander
 Black/African American Native American
 Hispanic American/Latino Other or Multiple Ethnicity

4. If you are currently completing an undergraduate degree in IT or any related field, what is your class standing.

- Graduate
 Senior
 Junior
 Sophomore
 Freshman
 Other -- please specify

5. If you are currently completing an undergraduate degree in IT or any related field, what is your expected year of graduation?

(YYYY) _____

6. If you are currently completing an undergraduate degree in IT or any related field, what is your current academic major? (check all that apply)

- Information Technology and Management Computer Engineering
 Software Engineering Information Systems
 Computer Science Other -- please specify

Thank you very much for completing this survey! Your input is very valuable to us. The comment boxes below are optional, but you can use them if you would like to give us some additional feedback about the survey or this research project.

You may choose to enter yourself in the iPod drawing on the following page once you submit this form.

Please don't forget to click [Submit form](#) at the end of this page!

Please give us some constructive feedback about how we can improve this survey.

Do you have any additional comments or suggestions about this research project?

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