Before beginning the survey, first read the Informed Consent Form below and then indicate your consent to participate.

INFORMED CONSENT FORM

This survey questionnaire is intended to provide information about the factors that influence the retention of IT professionals in companies and in the IT profession. Responses to this questionnaire are anonymous. No identifying information will be associated with your responses, and your responses will not be shared with anyone other than the researchers. Furthermore, all data collected from this questionnaire will be presented in summary form only. Your participation in this study is purely voluntary, and you may stop at any time.

Please select 'YES' below to indicate your consent to voluntarily participate in this study. (If you choose not to participate, simply close your browser.)

○ YES, I voluntarily choose to participate in this study.

There are 9 parts to this survey. Because our objective is to develop a comprehensive understanding of the key issues related to IT retention, we are interested in your views on these 9 different topics:

1) work in general
2) your present job
3) the organization where you currently work
4) the IT profession
5) satisfaction with your current job
6) involvement with your work group
7) your intentions to stay in or leave your company and/or the IT profession
8) the city/area where you work
9) some details about your current job.

Because there are several questions on each topic, the survey is long in terms of number of questions. However, because it is Web-based and we have designed the question formats to make them easy for you to enter your input, it should take about 20-30 minutes to complete the entire survey.

Your thoughtful input in each of these areas will help us to develop an understanding of how each of these factors may influence the retention of IT professionals. Thank you for taking the time to contribute to this research.
WORK INVOLVEMENT *** PART 1 ***

Below are a number of statements, each of which you may agree or disagree with depending on your own personal evaluation of work in general. Please indicate the degree of your agreement or disagreement with each statement.

The most important things that happen in life involve work.

- Strongly Disagree = 1
- Disagree = 2
- Somewhat Disagree = 3
- Neutral = 4
- Somewhat Agree = 5
- Agree = 6
- Strongly Agree = 7

Work is something people should get involved in most of the time.

- Strongly Disagree = 1
- Disagree = 2
- Somewhat Disagree = 3
- Neutral = 4
- Somewhat Agree = 5
- Agree = 6
- Strongly Agree = 7

Work should be only a small part of one's life. (Reverse Question)

- Strongly Disagree = 7
- Disagree = 6
- Somewhat Disagree = 5
- Neutral = 4
- Somewhat Agree = 3
- Agree = 2
- Strongly Agree = 1

Work should be considered central to life.

- Strongly Disagree = 1
- Disagree = 2
- Somewhat Disagree = 3
- Neutral = 4
- Somewhat Agree = 5
- Agree = 6
- Strongly Agree = 7

In my view, an individual's personal life goals should be work-oriented.
Life is worth living only when people get absorbed in work.

\[ \text{Strongly Disagree} = 1 \]
\[ \text{Disagree} = 2 \]
\[ \text{Somewhat Disagree} = 3 \]
\[ \text{Neutral} = 4 \]
\[ \text{Somewhat Agree} = 5 \]
\[ \text{Agree} = 6 \]
\[ \text{Strongly Agree} = 7 \]

\[ \text{WIS} \]

\[ \text{Total WIS}_{1-6} = \text{WITot} \]

\[ \text{JOB INVOLVEMENT} *** \text{ PART 2 ***} \text{ (high score = high work involvement)} \]

Below are a number of statements, each of which you may agree or disagree with depending on your own personal evaluation of your present job. Please indicate the degree of your agreement or disagreement with each statement.

The most important things that happen to me involve my present job.

\[ \text{Strongly Disagree} = 1 \]
\[ \text{Disagree} = 2 \]
\[ \text{Somewhat Disagree} = 3 \]
\[ \text{Neutral} = 4 \]
\[ \text{Somewhat Agree} = 5 \]
\[ \text{Agree} = 6 \]
\[ \text{Strongly Agree} = 7 \]

\[ \text{JII1} \]

To me, my job is only a small part of who I am. (Reverse Question)

\[ \text{Strongly Disagree} = 7 \]
\[ \text{Disagree} = 6 \]
\[ \text{Somewhat Disagree} = 5 \]
\[ \text{Neutral} = 4 \]
\[ \text{Somewhat Agree} = 3 \]
\[ \text{Agree} = 2 \]
\[ \text{Strongly Agree} = 1 \]

\[ \text{JII2} \]

I am very much involved personally in my job.

\[ \text{JII3} \]
I live, eat, and breathe my job.

Most of my interests are centered around my job.

I have very strong ties with my present job which would be very difficult to break.

Usually I feel detached from my job. (Reverse Question)
Most of my personal life goals are job-oriented.

○ Strongly Disagree = 1
○ Disagree = 2
○ Somewhat Disagree = 3
○ Neutral = 4
○ Somewhat Agree = 5
○ Agree = 6
○ Strongly Agree = 7

I consider my job to be very central to my existence.

○ Strongly Disagree = 1
○ Disagree = 2
○ Somewhat Disagree = 3
○ Neutral = 4
○ Somewhat Agree = 5
○ Agree = 6
○ Strongly Agree = 7

I like to be absorbed in my job most of the time.

○ Strongly Disagree = 1
○ Disagree = 2
○ Somewhat Disagree = 3
○ Neutral = 4
○ Somewhat Agree = 5
○ Agree = 6
○ Strongly Agree = 7

**Total**: 51 - 510 = 51 TOT

Below are a number of statements, each of which you may agree or disagree with depending on your own personal evaluation of the organization where you currently work. Please indicate the degree of your agreement or disagreement with each statement.

I would be very happy to spend the rest of my career in this organization.

○ Strongly Disagree = 1
○ Disagree = 2
○ Somewhat Disagree = 3
○ Neutral = 4
○ Somewhat Agree = 5
○ Agree = 6
○ Strongly Agree = 7

It would be very hard for me to leave my organization right now, even if I wanted to.
I do not feel any obligation to remain with my current employer. (Reversed)

I really feel as if this organization's problems are my own.

Too much of my life would be disrupted if I decided I wanted to leave my organization right now.

Even if it were to my advantage, I do not feel it would be right to leave my organization now.
I do not feel like "part of the family" at my organization. (Reversed)

○ Strongly Disagree = 7
○ Disagree = 6
○ Somewhat Disagree = 5
○ Neutral = 4
○ Somewhat Agree = 3
○ Agree = 2
○ Strongly Agree = 1

Right now, staying with my organization is a matter of necessity as much as desire.

○ Strongly Disagree = 1
○ Disagree = 2
○ Somewhat Disagree = 3
○ Neutral = 4
○ Somewhat Agree = 5
○ Agree = 6
○ Strongly Agree = 7

I would feel guilty if I left my organization now.

○ Strongly Disagree = 1
○ Disagree = 2
○ Somewhat Disagree = 3
○ Neutral = 4
○ Somewhat Agree = 5
○ Agree = 6
○ Strongly Agree = 7

I do not feel "emotionally attached" to this organization. (Reversed)

○ Strongly Disagree = 7
○ Disagree = 6
○ Somewhat Disagree = 5
○ Neutral = 4
○ Somewhat Agree = 3
○ Agree = 2
○ Strongly Agree = 1

I believe that I have too few options to consider leaving this organization. (Reversed)
o Strongly Disagree = 1
o Disagree = 2
o Somewhat Disagree = 3
o Neutral = 4
o Somewhat Agree = 5
o Agree = 6
o Strongly Agree = 7

This organization deserves my loyalty.

o Strongly Disagree = 1
o Disagree = 2
o Somewhat Disagree = 3
o Neutral = 4
o Somewhat Agree = 5
o Agree = 6
o Strongly Agree = 7

This organization has a great deal of personal meaning for me.

o Strongly Disagree = 1
o Disagree = 2
o Somewhat Disagree = 3
o Neutral = 4
o Somewhat Agree = 5
o Agree = 6
o Strongly Agree = 7

One of the few negative consequences of leaving this organization would be the scarcity of available alternatives.

o Strongly Disagree = 1
o Disagree = 2
o Somewhat Disagree = 3
o Neutral = 4
o Somewhat Agree = 5
o Agree = 6
o Strongly Agree = 7

I would not leave my organization right now because I have a sense of obligation to the people in it.

o Strongly Disagree = 1
o Disagree = 2
o Somewhat Disagree = 3
o Neutral = 4
o Somewhat Agree = 5
o Agree = 6
o Strongly Agree = 7
I do not feel a strong sense of belonging to my organization. (AC06)

- Strongly Disagree: 7
- Disagree: 6
- Somewhat Disagree: 5
- Neutral: 4
- Somewhat Agree: 3
- Agree: 2
- Strongly Agree: 1

One of the major reasons I continue to work for this organization is that leaving would require considerable personal sacrifice; another organization may not match the overall benefits I have here. (CC06)

- Strongly Disagree: 7
- Disagree: 6
- Somewhat Disagree: 5
- Neutral: 4
- Somewhat Agree: 3
- Agree: 2
- Strongly Agree: 1

I owe a great deal to my organization. (NC06)

- Strongly Disagree: 7
- Disagree: 6
- Somewhat Disagree: 5
- Neutral: 4
- Somewhat Agree: 3
- Agree: 2
- Strongly Agree: 1

If you intend to leave your current organization and/or the IT profession in the next 12 months, what are your reasons for leaving?

(Reason Leave)

If you intend to leave your current organization and/or the IT profession in the next 12 months, please describe what your organization could have done (if anything) that might have prevented you from deciding to leave.

(Prevent Leave 1)
Below are a number of statements, each of which you may agree or disagree with depending on your own personal evaluation of your participation in the IT profession. Please indicate the degree of your agreement or disagreement with each statement.

**Being an IT professional is important to my self-image.**

- Strongly Disagree = 1
- Disagree = 2
- Somewhat Disagree = 3
- Neutral = 4
- Somewhat Agree = 5
- Agree = 6
- Strongly Agree = 7

I have put too much into the IT profession to consider changing now.

- Strongly Disagree = 1
- Disagree = 2
- Somewhat Disagree = 3
- Neutral = 4
- Somewhat Agree = 5
- Agree = 6
- Strongly Agree = 7

I believe people who have been trained in a profession have a responsibility to stay in that profession for a reasonable period of time.

- Strongly Disagree = 1
- Disagree = 2
- Somewhat Disagree = 3
- Neutral = 4
- Somewhat Agree = 5
- Agree = 6
- Strongly Agree = 7

I regret having entered the IT profession. (Reverse Question)

- Strongly Disagree = 7
- Disagree = 6
- Somewhat Disagree = 5
- Neutral = 4
- Somewhat Agree = 3
- Agree = 2
- Strongly Agree = 1

Changing professions now would be difficult for me to do.
I do not feel any obligation to remain in the IT profession. (Reversed Question)

- Strongly Disagree - 7
- Disagree - 6
- Somewhat Disagree - 5
- Neutral - 4
- Somewhat Agree - 3
- Agree - 2
- Strongly Agree - 1

I am proud to be in the IT profession.

- Strongly Disagree - 1
- Disagree - 2
- Somewhat Disagree - 3
- Neutral - 4
- Somewhat Agree - 5
- Agree - 6
- Strongly Agree - 7

Too much of my life would be disrupted if I were to change my profession.

- Strongly Disagree - 1
- Disagree - 2
- Somewhat Disagree - 3
- Neutral - 4
- Somewhat Agree - 5
- Agree - 6
- Strongly Agree - 7

I feel a responsibility to the IT profession to continue in it.
I dislike being an IT professional. \((\text{Reversed})\)

- Strongly Disagree \(= 1\)
- Disagree \(= 2\)
- Somewhat Disagree \(= 3\)
- Neutral \(= 4\)
- Somewhat Agree \(= 5\)
- Agree \(= 6\)
- Strongly Agree \(= 7\) \((\text{ACP4})\)

It would be costly for me to change my profession now.

- Strongly Disagree \(= 1\)
- Disagree \(= 2\)
- Somewhat Disagree \(= 3\)
- Neutral \(= 4\)
- Somewhat Agree \(= 5\)
- Agree \(= 6\)
- Strongly Agree \(= 7\) \((\text{CCP4})\)

Even if it were to my advantage, I do not feel that it would be right to leave the IT profession now.

- Strongly Disagree \(= 1\)
- Disagree \(= 2\)
- Somewhat Disagree \(= 3\)
- Neutral \(= 4\)
- Somewhat Agree \(= 5\)
- Agree \(= 6\)
- Strongly Agree \(= 7\) \((\text{NCP4})\)

I do not identify with the IT profession. \((\text{Reversed})\)

- Strongly Disagree \(= 1\)
- Disagree \(= 2\)
- Somewhat Disagree \(= 3\)
- Neutral \(= 4\)
- Somewhat Agree \(= 5\)
- Agree \(= 6\)
- Strongly Agree \(= 7\) \((\text{ACPS})\)

There are no pressures to keep me from changing professions. \((\text{Reversed})\)

- Strongly Disagree \(= 1\)
- Disagree \(= 2\)
- Somewhat Disagree \(= 3\)
- Neutral \(= 4\)
- Somewhat Agree \(= 5\)
- Agree \(= 6\)
- Strongly Agree \(= 7\) \((\text{CCPS})\)
I would feel guilty if I left the IT profession.

- Strongly Disagree: 
- Disagree: 
- Somewhat Disagree: 
- Neutral: 
- Somewhat Agree: 
- Agree: 
- Strongly Agree: 

I am enthusiastic about the IT profession.

- Strongly Disagree: 
- Disagree: 
- Somewhat Disagree: 
- Neutral: 
- Somewhat Agree: 
- Agree: 
- Strongly Agree: 

Changing professions now would require considerable personal sacrifice.

- Strongly Disagree: 
- Disagree: 
- Somewhat Disagree: 
- Neutral: 
- Somewhat Agree: 
- Agree: 
- Strongly Agree: 

I am in the IT profession because of a sense of loyalty to it.

- Strongly Disagree: 
- Disagree: 
- Somewhat Disagree: 
- Neutral: 
- Somewhat Agree: 
- Agree: 
- Strongly Agree: 

JOB SATISFACTION

*** PART 5 ***

All in all, how satisfied would you say you are with your job?
Very Satisfied : 5
Somewhat Satisfied : 3
Not too Satisfied : 1
Not at all Satisfied : 1

If a good friend of yours told you he/she was interested in working in a job like yours for your employer, what would you tell him/her?

- Strongly recommend it : 5 (SSS)
- Have doubts about recommending it : 3
- Strongly advise him/her against it : 1

Knowing what you know now, if you had to decide all over again whether to take the job you now have, what would you decide?

- Decide without hesitation to take the same job : 5 (SSS)
- Have some second thoughts : 3
- Decide definitely not to take the same job : 1

If you were free to go into any type of job you wanted, what would your choice be?

- Would want the same job that you have now : 5 (SSS)
- Would want to retire and not work at all : 1
- Would prefer some other job to the job you have now : 1

In general, how well would you say that your job measures up to the sort of job you wanted when you took it?

- Very much like : 5 (SSS)
- Somewhat like : 3
- Not very much like : 1

What aspect(s) of your job are you most satisfied with?

What aspect(s) of your job are you least satisfied with?

Work Group
Attachment

*** PART 6 ***
How much of an opportunity do you feel you have to develop close friendships at work?

- No opportunity
- Little opportunity
- Some opportunity
- A lot of opportunity

How much of an opportunity do you have to interact socially with your co-workers on the job?

- No opportunity
- Little opportunity
- Some opportunity
- A lot of opportunity

How much of an opportunity is present for you to interact socially with your co-workers off the job?

- No opportunity
- Little opportunity
- Some opportunity
- A lot of opportunity

Some of my best friends are the people I work with.

- Strongly disagree
- Somewhat disagree
- Somewhat agree
- Strongly agree

I feel very much part of the people I work with.

- Strongly disagree
- Somewhat disagree
- Somewhat agree
- Strongly agree

How frequently do you have off-the-job contacts with your work colleague?

- Frequently
- Less frequently
- Seldom
- Never

Below are a number of statements, each of which you may agree or disagree with.
depending on your own personal evaluation of your intention to stay in/leave the organization you currently work for and stay in/leave the IT profession. Please indicate the degree of your agreement or disagreement with each statement.

I intend to leave the organization in the next 12 months.

- Strongly Disagree: 1
- Disagree: 2
- Somewhat Disagree: 3
- Neutral: 4
- Somewhat Agree: 5
- Agree: 6
- Strongly Agree: 7

How likely is it that you will leave the organization in the next 12 months?

- Not at all Likely: 1
- Not Likely: 2
- Not very Likely: 3
- Neutral: 4
- Somewhat Likely: 5
- Likely: 6
- Extremely Likely: 7

I intend to leave the IT profession in the next 12 months.

- Strongly Disagree: 1
- Disagree: 2
- Somewhat Disagree: 3
- Neutral: 4
- Somewhat Agree: 5
- Agree: 6
- Strongly Agree: 7

How likely is it that you will leave the IT profession in the next 12 months?

- Not at all Likely: 1
- Not Likely: 2
- Not very Likely: 3
- Neutral: 4
- Somewhat Likely: 5
- Likely: 6
- Extremely Likely: 7

What city do you live in?
What degree do the following things either increase or decrease interest in living in the city in which you live?

<table>
<thead>
<tr>
<th>Factor</th>
<th>1 - Decreases Interest</th>
<th>2 - Neutral</th>
<th>3 - Increases Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of public schools in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Cost of private K-12 education in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Ability to enroll child/children in a quality private K-12 school in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Presence of family in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>General quality of life in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Job opportunities in the IT profession in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

You have ever considered or currently are considering leaving your current city in South Louisiana, to what degree do the following factors increase your desire to leave the area?

<table>
<thead>
<tr>
<th>Factor</th>
<th>1 - Doesn't increase desire to leave</th>
<th>2 - Somewhat increases desire to leave</th>
<th>3 - Strongly increases desire to leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of public schools in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Cost of private K-12 education in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>My beliefs about my ability to enroll child/children in a quality private K-12 school in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Presence of family in this area</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>
If you have ever considered or currently are considering leaving your current city in South Louisiana, to what degree do the following factors decrease your desire to leave the area?

<table>
<thead>
<tr>
<th>Factor</th>
<th>Scale</th>
<th>Scale</th>
<th>Scale</th>
<th>Scale</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>General quality of life in this area</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Job opportunities in the IT profession in this area</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Quality of public schools in this area</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Cost of private K-12 education in this area</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>My beliefs about my ability to enroll child/children in a quality private K-12 school in this area</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Presence of family in this area</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>General quality of life in this area</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Job opportunities in the IT profession in this area</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

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**Job Characteristics**

*** PART 9 ***

What is the job title of your current position?

(\text{JC19})

Which of the following best matches your current job title/responsibilities?

(\text{JC1b})

**STAFF and ENTRY LEVEL:**
(1) ○ NETWORK ADMINISTRATOR: Administers, defines, updates and maintains networks.

(2) ○ INFORMATION SECURITY SPECIALIST: Responsible for maintaining the security of computer systems, network applications and databases.

(3) ○ SENIOR SYSTEMS ANALYST: Designs advanced systems requirements to solve business problems.

(4) ○ SYSTEMS ANALYST/ADMINISTRATOR: Analyzes business processes and designs basic system requirements.

(5) ○ SENIOR SYSTEMS PROGRAMMER: Responsible for system software, operating systems and related integration.

(6) ○ SYSTEMS PROGRAMMER: Performs basic systems programmer tasks.

(7) ○ SENIOR PROGRAMMER/ANALYST: Develops, tests and maintains advanced application programs for computer systems.

(8) ○ PROGRAMMER/ANALYST: Develops, tests and maintains basic application programs for computer systems.

(9) ○ DATABASE ANALYST: Develops both physical and logical database functions.

(10) ○ LEAD COMPUTER OPERATOR: Responsible for scheduling, processing, distributing and controlling the processing of information.

(11) ○ COMPUTER OPERATOR: Responsible for daily processing and backing-up of information.

(12) ○ TECHNICAL SPECIALIST: Provides technical support for operating systems and monitors processing efficiencies.

(13) ○ HELP DESK OPERATOR: Answers support questions.

(14) ○ PC TECHNICAL SUPPORT SPECIALIST: Responsible for overall maintenance of PCs.

(15) ○ WEBMASTER: Responsible for the appearance, organization and content of a Web site, including how content is accessed and displayed, and the ease of navigation through site.

(16) ○ WEB APPLICATION DEVELOPER: Responsible for programming Web site application code, page links and content links.

MIDDLE MANAGEMENT:
(17)  ○ MANAGER OF VOICE/DATA COMMUNICATIONS: Manages voice and data communications.

(18)  ○ MANAGER OF INTERNET/INTRANET TECHNOLOGY: Manages all Internet- or intranet-related activities, including development, implementation and operations.

(19)  ○ PROJECT MANAGER, SYSTEMS AND PROGRAMMING: Defines project system requirements and procedures to complete them.

(20)  ○ DATABASE MANAGER: Directs the group that is responsible for database design, programming and maintenance.

(21)  ○ COMPUTER OPERATIONS MANAGER: Manages computer systems, data processing and communications groups.

(22)  ○ TECHNICAL SUPPORT/HELP DESK MANAGER: Manages end-user hardware and/or software support.

SENIOR MANAGEMENT:

(23)  ○ CIO/VICE PRESIDENT OF IS/IT: Top IS/IT executive for the organization, enterprisewide.

(24)  ○ CHIEF TECHNOLOGY OFFICER: Responsible for technology direction in the organization.

(25)  ○ DIRECTOR OF IS/IT/MIS: Top IS/IT/MIS executive for a business unit or division.

(26)  ○ DIRECTOR OF SYSTEMS DEVELOPMENT: Top systems development executive; directs systems management/applications programming (large-scale and desktop machines).

(27)  ○ DIRECTOR OF NETWORKS: Top networking executive; manages voice/data communication.

(28)  ○ DIRECTOR, IS/IT OPERATIONS: Top operations executive; directs the data center and systems operations group.

(29)  ○ INTERNET TECHNOLOGY STRATEGIST: Oversees integration of Web reporting, workflow, e-mail tracking, streaming media content, integration and security processes.

(30)  ○ WEB ARCHITECT: Responsible for the development of customer applications for Internet, maintaining Web servers, and back-office infrastructure linkage.

○ Other (please specify)

If you selected other please specify:
Additional comments:  

How long have you worked in this type of position?

Years ________________________________
Months ________________________________

What is your current employment status? (select all that apply)  

☐ Full-time  
☐ Part-time (provide % of time in the comments box below)  
☐ On-call  
☐ Permanent position  
☐ Temporary position  
☐ Contract worker - employed by a firm that supplies contract workers  
☐ Contract worker - self-employed  
☐ Other (please specify): ________________________________

If you selected other please specify: ________________________________

What is your annual compensation (including base salary and other pay)?

________________________________________________________

How long have you worked in the IT profession?

Years ________________________________
Months ________________________________

How long have you worked for your current organization?

Years ________________________________
Months ________________________________

How many more years do you expect you will work for your current organization?

________________________________________________________

Do you expect that you will stay with your current organization until you retire?

________________________________________________________
How long have you worked in your current work group?

Years

Months

What year were you born?

Format: 9999

What is your gender?

Female

Male

What is your ethnicity? (select all that apply)

African American

American Indian

Asian/Pacific Islander

Caucasian/White

Hispanic/Latino

Rather not say

Other (please specify)

If you selected other please specify:

How many years in total have you been in the workforce?

What is the highest level of education you have attained?

High School

Some College

Undergraduate Degree

Some Graduate Education

Graduate Degree - Master's Level

Graduate Degree - Doctoral Level

In your opinion, what are the primary reasons why IT professionals decide to leave a company?
What piece of advice would you give to a company about the most important action(s) they can take to retain their valued IT professionals?

Thank you very much for your time in completing this survey. We expect to complete our study by August 1, 2002, and will present our findings and recommendations to the Louisiana Council of Information Services Directors (CISD). If you have any comments or suggestions about how we might improve the survey questionnaire, please send them to Dr. Andrea Houston at ahoust2@lsu.edu or Dr. Suzanne Pawlowski at spawlowski@lsu.edu.

Submit Survey

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