Examining career orientations of information systems personnel in an emerging economy context

Abstract

A number of studies on career orientations of information systems (IS) personnel have focused on developed countries. This study attempts to examine career anchors of IS personnel from the perspective of a developing country, Botswana. The results of the study show that IS personnel in Botswana exhibit career orientations similar to those identified in literature. However, there are some variations, which are attributed to cultural and socio-economic peculiarities. The study indicates that life style does not feature as a significant career anchor in Botswana. The dominant career anchors include organizational stability (security) and sense of service (service). Gender, age, and educational qualifications tend to moderate the career anchors significantly; thus creating a partition of the anchors across demographic groups.