

Job Characteristics Software 20

J. J. Colbert

The Relationships Between Job Characteristics, Job Satisfaction, and Turnover Intention Among Software Developers Timothy Doré,2005-03-15 Software developer turnover can have disastrous effects on an organization due to the loss of business process knowledge, as well as acquired technical skills. Annual rates of turnover in information technology (IT) departments have been estimated at 20% or more with the cost of replacing technology workers ranging from 1.5 to 2.5 times annual salaries. This study purposely focused only on software developers as opposed to IT employees in general due to the critical nature of their work. The factors leading to turnover intention in this field are poorly understood; therefore, this study was designed to further understand the relationships between job characteristics, job satisfaction, and turnover intention among software developers. 326 web surveys were completed that contained questions relating to job characteristics, job satisfaction, turnover intention, and demographic information. The first four job characteristics are specific to software developers while the last five job characteristics and the job satisfaction scales are from the Hackman and Oldham Job Diagnostic Survey (JDS). Two research questions, sixteen hypotheses, and a theoretical path model were developed to understand which job characteristic variables contribute to the various dimensions of job satisfaction and which job satisfaction dimensions contribute to turnover intention. Additionally, the indirect effects of job characteristics through job satisfaction on turnover intention were also determined. The statistical testing consisted of descriptive and inferential statistical analysis. Bivariate correlations are presented, as well as path analysis, an extension of multiple regression analysis. The results of the study uncovered several factors that can influence turnover intention among software developers. Identified in the study as statistically significant job characteristics that can be influenced by management are training, autonomy, feedback, number of developers, task significance, and skill variety. With the results of this study, management can better understand the unique needs of software developers and design development jobs to ensure that these needs are met. The study concludes with implications for practitioners and recommendations for future research.

Occupational Outlook Handbook United States. Bureau of Labor Statistics,1957

ITNG 2023 20th International Conference on Information Technology-New Generations Shahram Latifi,2023-05-06 This volume represents the 20th International Conference on Information Technology - New Generations (ITNG), 2023. ITNG is an annual event focusing on state of the art technologies pertaining to digital information and communications. The applications of advanced information technology to such domains as astronomy, biology, education, geosciences, security, and health care are the among topics of relevance to ITNG. Visionary ideas, theoretical and experimental results, as well as prototypes, designs, and tools that help the information readily flow to the user are of special interest. Machine Learning, Robotics, High Performance Computing, and Innovative Methods of Computing are examples of related topics. The conference features keynote speakers, a best student award, poster award, service award, a technical open panel, and workshops/exhibits from industry, government and academia. This publication is unique as it captures modern trends in IT with a balance of theoretical and experimental work. Most other work focus either on theoretical or experimental, but not both. Accordingly, we do not know of any competitive literature.

Social Issues in the Workplace: Breakthroughs in Research and Practice Management Association, Information Resources,2017-11-30 Corporations have a social responsibility to assist in the overall well-being of their employees through the compliance of moral business standards and practices. However, many societies still face serious issues related to unethical business practices. Social Issues in the Workplace: Breakthroughs in Research and Practice is a comprehensive reference source for the latest scholarly material on the components and impacts of social issues on the workplace. Highlighting a range of pertinent topics such as business communication, psychological health, and work-life balance, this multi-volume book is ideally designed for managers, professionals, researchers, students, and academics interested in social issues in the workplace.

Getting a Job in Computer Graphics Sean Wagstaff,2006-02-20 Get the Inside Track to Landing an Envious Job in Computer Graphics Breaking into the wildly creative and fiery 3D/Effects industry is a tough proposition. With so many talented people competing for each alluring job, it's imperative that candidates grasp what employers look for and make every attempt to stand out. Maya Press, a joint publishing effort between Sybex and industry leader Alias, brings you this definitive and practical guide to help you land that first job or advance your current job in the computer graphics industry. Getting a Job in CG: Real Advice from Reel People is rich with candid strategies and priceless insights straight from industry and academic leaders, job recruiters, and employers. Through interviews, case studies, and sample demo reels on the CD, this book teaches you how to: Discover the myriad job possibilities from the obvious to the obscure Identify precisely what tools, skills, and knowledge employers seek Determine your best training options: college, art school, or do-it-yourself Recognize what staffing agencies and in-house recruiters are looking for Build an extraordinary resume that gets noticed Find out where to go to meet the right people and tap into networking opportunities Acquire the know-how to ace the job interview Produce an exceptional and applicable demo reel that will help you land the job Emulate the career paths of successful artists This book's companion website, www.3djobs.com, serves as a research hub packed with supplementary information and links to vital sources. Note: CD-ROM/DVD and other supplementary materials are not included as part of eBook file.

Proceedings of the 15th International Conference on Man-Machine-Environment System Engineering Shengzhao Long,Balbair S. Dhillon,2015-09-05 This research topic was first established in China by Professor ShengZhao Long in 1981, with direct support from one of the greatest modern Chinese scientists, XueSen Qian. In a letter to ShengZhao Long from October 22nd, 1993, XueSen Qian wrote: "You have created a very important modern science subject and technology in China!" MMESE primarily focuses on the relationship between Man, Machine and Environment, studying the optimum combination of man-machine-environment systems. In this system, "Man" refers to working people as the subject in the workplace (e.g. operators, decision-makers); "Machine" is the general name for any object controlled by Man (including tools, machinery, computers, systems and technologies), and "Environment" describes the specific working conditions under which Man and Machine interact (e.g. temperature, noise, vibration, hazardous gases etc.). The three goals of optimization are to ensure safety, efficiency and economy. These proceedings are an academic showcase of the best papers selected from more than 400 submissions, introducing readers to the top research topics and the latest developmental trends in the theory and application of MMESE. These proceedings are interdisciplinary studies on the concepts and methods of physiology, psychology, system engineering, computer science, environment science, management, education, and other related disciplines. Researchers and professionals who study an interdisciplinary subject crossing above disciplines or researchers on MMESE subject will be mainly benefited from these proceedings.

NBS Special Publication ,1968

Software Industry Job Descriptions Jim Brinks,Culpepper and Associates Staff,1996-01-01

Making it Big in Software Sam Lightstone,2010-03-10 The Software Insider's Guide to Getting Hired and Getting to the Top! Here's all the information you need to jumpstart your software career: the best ways to get hired, move up, and blaze your way to the top! The software business has radically changed, and this book reveals today's realities-everything your professors and corporate managers never told you. In his 20 years at IBM as a software architect, senior manager, and lead programmer, Sam Lightstone has briefed dozens of leading companies and universities on careers, new technology, and emerging areas of research. He currently works on one of the world's largest software development teams and spends a good part of his time recruiting and mentoring software engineers. This book shares all the lessons for success Sam has learned...plus powerful insights from 17 of the industry's biggest stars. Want to make it big in software? Start right here! Discover how to • Get your next job in software development • Master the nontechnical skills crucial to your success • "Work the org" to move up rapidly • Successfully manage your time, projects, and life • Avoid "killer" mistakes that could destroy your career • Move up to "medium-shot," "big-shot," and finally, "visionary" • Launch your own winning software company Exclusive interviews with Steve Wozniak, Inventor, Apple computer John Schwarz, CEO, Business Objects James Gosling, Inventor, Java programming language Marissa Mayer,

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Agile Estimation Techniques and Innovative Approaches to Software Process Improvement Colomo-Palacios, Ricardo, 2014-02-28 Applying methodologies of Software Process Improvement (SPI) is an effective way for businesses to remain competitive in the software industry. However, many organizations find implementing software process initiatives challenging. Agile Estimation Techniques and Innovative Approaches to Software Process Improvement reviews current SPI techniques and applications through discussions on current and future trends as well as the presentation of case studies on SPI implementation. Ideal for use by academics, students, and policy-makers, as well as industry professionals and managers, this publication provides a complete overview of current tools and methodologies regarding Software Process Improvement.

Clinical Laboratory Management Timothy C. Allen, Vickie S. Baselski, Deirdre L. Church, Donald S. Karcher, Michael R. Lewis, Andrea J. Linscott, Melinda D. Poulter, Gary W. Procop, Alice S. Weissfeld, Donna M. Wolk, 2024-03-25 Clinical Laboratory Management Apply the principles of management in a clinical setting with this vital guide Clinical Laboratory Management, Third Edition, edited by an esteemed team of professionals under the guidance of editor-in-chief Lynne S. Garcia, is a comprehensive and essential reference for managing the complexities of the modern clinical laboratory. This newly updated and reorganized edition addresses the fast-changing landscape of laboratory management, presenting both foundational insights and innovative strategies. Topics covered include: an introduction to the basics of clinical laboratory management, the regulatory landscape, and evolving practices in the modern healthcare environment the essence of managerial leadership, with insights into employee needs and motivation, effective communication, and personnel management, including the lack of qualified position applicants, burnout, and more financial management, budgeting, and strategic planning, including outreach up-to-date resources for laboratory coding, reimbursement, and compliance, reflecting current requirements, standards, and challenges benchmarking methods to define and measure success the importance of test utilization and clinical relevance future trends in pathology and laboratory science, including developments in test systems, human resources and workforce development, and future directions in laboratory instrumentation and information technology an entirely new section devoted to pandemic planning, collaboration, and response, lessons learned from COVID-19, and a look towards the future of laboratory preparedness This indispensable edition of Clinical Laboratory Management not only meets the needs of today's clinical laboratories but anticipates the future, making it a must-have resource for laboratory professionals, managers, and students. Get your copy today, and equip yourself with the tools, strategies, and insights to excel in the complex and ever-changing world of the clinical laboratory.

Software Engineering and Computer Systems, Part III Jasni Mohamad Zain, Wan Maseri Wan Mohd, Eyas El-Qawasmeh, 2011-06-27 This Three-Volume-Set constitutes the refereed proceedings of the Second International Conference on Software Engineering and Computer Systems, ICSECS 2011, held in Kuantan, Malaysia, in June 2011. The 190 revised full papers presented together with invited papers in the three volumes were carefully reviewed and selected from numerous submissions. The papers are organized in topical sections on software engineering; network; bioinformatics and e-health; biometrics technologies; Web engineering; neural network; parallel and distributed; e-learning; ontology; image processing; information and data management; engineering; software security; graphics and multimedia; databases; algorithms; signal processing; software design/testing; e- technology; ad hoc networks; social networks; software process modeling; miscellaneous topics in software engineering and computer systems.

How to Become a Video Game Artist Sam R. Kennedy, 2013-05-14 Become a Player in the Business of Video Game Art Every year video games generate billions of dollars and some of the most dynamic and engaging artwork today. It's an ever-growing field that holds great professional opportunity, but you need the right skills and savvy if you want to stake your claim. In How to Become a Video Game Artist, veteran video game designer Sam R. Kennedy provides the inside track on everything you need to forge a career in the world of video game art. Starting with the basics of game creation and a look at the artistic skills necessary to get started, Kennedy spotlights specific, key roles for creators—from concept artists to character animators to marketing artists and beyond. Each chapter features screenshots from popular video games like Tom Clancy's Ghost Recon and World of Warcraft; interviews with video game art professionals who've worked for top gaming companies like BioWare, Blizzard, and Ubisoft; step-by-step examples of actual game art; and detailed breakdowns of the training and portfolio samples you'll need to make these jobs your own. For anyone who wants to go from gamer to game designer, this book contains all the secrets you'll need to rise to the top of one of the most exciting industries of our time.

Global Call Center Employees in India Mayank Kumar Golpelwar, 2015-10-23 Mayank Kumar Golpelwar analyses why Business Process Outsourcing (BPO) units and their young employees found themselves to be the target of severe criticism from India's middle classes. Using social and organizational psychological frameworks as well as ethnographic and variance analytic research, the author takes a look at the validity of the criticism against the BPO industry. He uses the framework of cultural theories to analyze and present the gap between the mainstream Indian culture and its rapidly emerging and globalized BPO sub-culture.

Artificial Intelligence Sergei O. Kuznetsov, Aleksandr I. Panov, 2019-10-14 This book constitutes the proceedings of the 17th Russian Conference on Artificial Intelligence, RCAI 2019, held in Ulyanovsk, Russia, in October 2019. The 23 full papers presented along with 7 short papers in this volume were carefully reviewed and selected from 130 submissions. The conference deals with a wide range of topics, including multi-agent systems, intelligent robots and behaviour planning; automated reasoning and data mining; natural language processing and understanding of texts; fuzzy models and soft computing; intelligent systems and applications.

The Occupational Ergonomics Handbook Waldemar Karwowski, William S. Marras, 1998-12-18 Occupational ergonomics and safety studies the application of human behavior, abilities, limitations, and other characteristics to the design, testing, and evaluation of tools, machines, systems, tasks, jobs, and environments for productive, safe, comfortable, and effective use. Occupational Ergonomics Handbook provides current, comprehensive knowledge in this broad field, providing essential, state-of-the-art information from nearly 150 international leaders of this discipline. The text assesses the knowledge and expertise applied to industrial environments: Providing engineering guidelines for redesigning tools, machines, and work layouts Evaluating the demands placed on workers by current jobs Simulating alternative work methods Determining the potential for reducing physical job demands based on the implementation of new methods Topics also include: Fundamental ergonomic design principles at work Work-related musculoskeletal injuries, such as cumulative trauma to the upper extremity (CTDs) and low back disorders (LBDs), which affect several million workers each year with total costs exceeding \$100 billion annually Current knowledge used for minimizing human suffering, potential for occupational disability, and related worker's compensation costs Working conditions under which musculoskeletal injuries might occur Engineering design measures for eliminating or reducing known job-risk factors Optimal manufacturing processes regarding human perceptual and cognitive abilities as well as task reliability Identifying the worker population affected by adverse conditions Early medical and work intervention efforts Economics of an ergonomics maintenance program Ergonomics as an essential cost to doing business Ergonomics intervention includes design for manufacturability, total quality management, and work organization. Occupational Ergonomics Handbook demonstrates how ergonomics serves as a vital component for the activities of the company and enables an advantageous cooperation between management and labor. This new handbook serves a broad segment of industrial practitioners, including industrial and manufacturing engineers; managers; plant supervisors and ergonomics professionals; researchers and students from academia, business, and government; human factors and safety specialists; physical therapists; cognitive and work psychologists; sociologists; and human-computer communications specialists.

Innovation in Pricing Andreas Hinterhuber, Stephan M. Liozu, 2017-08-08 Pricing has a substantial and immediate impact on profitability. Most companies, however, still use costs or competition as their main basis for setting prices. Product or business model innovation has a high priority for many companies, yet innovation in pricing received scant attention until the first edition of this groundbreaking book. This new edition of

Innovation in Pricing builds on the success of the first, examining the ways in which pricing innovation can drive profits through cutting-edge academic research and best practice case studies from leading academics, business practitioners and consultants in pricing. The second edition has been fully revised and updated according to the latest developments in pricing, with: revisions to all chapters new chapters, including a chapter on business model and pricing model innovation a new introduction that makes explicit just what strategic pricing can do for your organization. This book is the only book dedicated to innovation in pricing and is an essential read for business executives, innovation managers and pricing managers wishing to treat innovation in pricing as seriously as they treat product, service or business model innovation. It is also valuable supplementary reading for advanced students of marketing and sales.

User's Guide to the Stand-damage Model : a Component of the Gypsy Moth Life System Model J. J. Colbert,1995

Strategic Business Partner (EasyRead Super Large 20pt Edition) ,

Job Description Manual for Medical Practices Courtney H. Price,Alys Novak,1999 This comprehensive manual helps you develop an effective strategy for job-description implementation, shows you how to conduct appropriate job analyses and helps you understand the attendant legal issues. Includes a disk of generic jo + descriptions to use as-is or modify for your practice.

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