Introduction to Organizational and Social Dynamics in Information Technology Minitrack

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This track addresses social issues related to information technology. Social issues are those research topics most aligned with the human factor in terms of information systems planning, development and utilization.

The minitrack addresses some key topic areas related to (1) culture, (2) relationships, (3) human interaction, (4) trust, and (5) diversity in the IT workforce, among other social and IT issues.

The track contains the following paper topic areas. *What Influences IT Professional Psychological Contract Violation?* The authors surveyed 686 IT professionals working in a variety of industries to explore the potential antecedents to psychological contract violation.

*Requirements Analysis for a Student Relationship Management System – Results from an Empirical Study in Ivy League Universities* inquires how the sector of higher education with an ever increasing number of students with more diverse attributes, expectations, and demands will address these issues with increased shrinking budgets.

*Professional or faux pas? Effects of multicomunicating on the analyst-user relationship* addresses the factors that can influence the user-analyst relationship during information systems development is how analysts communicate with users.

*A Risk Based View of Influential Factors in IT Outsourcing Relationship for Large Swedish Companies* considers the service buyer company who needs a well working relation with its ITO supplier for fixing: emergent issues, daily operation and events that have not been foreseen.

*Examining Trust within the Team in IT Startup Companies – An Empirical Study in the People’s Republic of China* deals with the influencing variables on the relational capital dimension trust within IT startup companies in China.

*Team and Organizational Identification among Information Systems Personnel: An Exploratory Investigation of Post IT Outsourcing Personnel Impacts* addresses the impact of social identification on turnover intention and job satisfaction of IT employees in IT outsourcing firms. Specifically, the authors ask: What effect does social identification have on employee attitudes in the wake of major outsourcing initiatives?

*Can ERP adoptions change organizational culture in developing countries in Asia?* This paper investigates a possible transformation of organizational culture through western-developed Enterprise Resource Planning (ERP) systems in developing countries in Asia.

*An Exploratory Examination of Antecedents to Software Piracy: A Cross-Cultural Comparison* investigates whether culture plays an important role in affecting software piracy, and individual behavior in general.

*Influences of Employees' Emotions and Cognition on IT Adoption: Some Perspectives from Iran* examines the relationship between an employee’s cognitive appraisal of an IT initiative, their emotional response and the processes they undergo when faced with difficulties in accepting IT adoption and change in an organizational setting.