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THE CAREER PATHS LESS (OR MORE) TRAVELED: A SEQUENCE ANALYSIS OF IT CAREER HISTORIES, MOBILITY PATTERNS, AND CAREER SUCCESS

Damien Joseph, Wai Fong Boh, and Soon Ang

Nanyang Business School, Nanyang Technological University, Nanyang Avenue, SINGAPORE 639798

{adjoseph@ntu.edu.sg} {awfboh@ntu.edu.sg} {asang@ntu.edu.sg}

Sandra A. Slaughter

College of Management, Georgia Institute of Technology, Atlanta, GA 30303-0520 U.S.A.

{Sandra.slaughter@mgt.gatech.edu}

Appendix

Tables Presenting Information on Sub-Career Paths

Sub-Career Paths Within the IT Career

Table A1. Proportions of Jobs Within Sub-Career Paths of the IT Career[†]				
	IT Careers			
Proportion of Jobs	**Technical IT Career**	**Late Entry IT Career**	**Managerial IT Career**	$F_{(2, 170)}$
IT Jobs				
I	72.3%	34.5%	38.0%	112.15***
M			26.4%	219.72***
Non-IT Jobs				
G	0.9%	5.4%	2.3%	10.52***
P	1.6%	13.9%	5.1%	20.76***
C	2.1%	7.4%	3.7%	7.02***
J	1.6%	3.2%	2.3%	0.69
O	2.6%	9.7%	4.0%	11.90***
S	1.4%	3.5%	1.1%	3.68*
T	0.1%	3.1%	0.8%	13.02***
Out of Civilian Workforce				
U	0.9%	0.3%	0.1%	2.34
X	14.2%	15.4%	14.9%	0.17
Y	1.0%	2.4%	0.8%	1.30
Z	1.3%	1.1%	0.5%	0.73

[†]See Table 2 for detailed meanings of codes. I: Technical IT job; M: Managerial IT; C: Clerical; G: Non-IT Manager; J: Technical Admin & Support; O: Craft, Production, and Service; P: Non-IT Professional; S: Sales; T: Technician; U: Unemployed; X: In School; Y: Military Service; Z: Out of Workforce.
*$p < 0.05$, **$p < 0.01$, ***$p < 0.001$

Table A2. Demographics of Individuals in Sub-Career Paths Within the IT Career		IT Careers			
		Technical IT Career	**Late Entry IT Career**	**Managerial IT Career**	χ^2
N		71 41.0%	52 30.1%	50 28.9%	
Demographics Sex	Male	50 70.4%	41 78.8%	35 70.0%	1.36 (df = 2)
	Female	21 29.6%	11 21.2%	15 30.0%	
Human Capital Education	Postgraduate Degree	17 23.9%	19 36.5%	21 42.0%	12.22 (df = 6)
	Bachelor's Degree	39 54.9%	22 42.3%	26 52.0%	
	High School with Some College	12 16.9%	6 11.5%	3 6.0%	
	High School Diploma	3 4.2%	5 9.6%	0 0.0%	
IT-Related Major	Non-IT-Related Major	21 29.6%	25 48.1%	20 40.0%	4.46 (df = 2)
	IT-Related Major	50 70.4%	27 51.9%	30 60.0%	
					F
Percentile Score on Cognitive Ability Test	Mean	81.11	72.03	81.56	3.27* (df = 2, 165)
	SD	19.03	27.13	18.20	

*$p < 0.05$, **$p < 0.01$, ***$p < 0.001$

Sub-Career Paths Within the PLM Career

Table A3. Proportions of Jobs Within Sub-Career Paths of the PLM Career	PLM Careers		
Proportion of Jobs	**Technical PLM Career**	**Managerial PLM Career**	$F_{(1, 145)}$
IT Jobs			
I	13.1%	12.5%	0.07
M		0.2%	1.16
Non-IT Jobs			
G	6.4%	29.1%	114.19***
P	39.2%	13.7%	86.29***
C	8.3%	12.0%	2.75
J	0.9%	0.7%	0.13
O	6.4%	5.6%	0.24
S	2.6%	6.7%	6.93*
T	4.2%	3.5%	0.17
Out of Civilian Workforce			
U	0.4%	0.7%	1.21
X	16.2%	11.8%	5.43*
Y	0.6%	0.6%	0.00
Z	1.8%	2.8%	0.67

*$p < 0.05$, **$p < 0.01$, ***$p < 0.001$

Table A4. Demographics of Individuals in Sub-Career Paths Within the PLM Career				
		PLM Careers		
		Technical PLM Career	Managerial PLM Career	χ^2
N		79 53.7%	68 46.3%	
Demographics Sex	Male	44 55.7%	37 54.4%	0.02 (df = 1)
	Female	35 44.3%	31 45.6%	
Human Capital Education	Postgraduate Degree	39 49.4%	22 32.4%	6.85 (df = 3)
	Bachelor's Degree	29 36.7%	27 39.7%	
	High School with Some College	7 8.9%	9 13.2%	
	High School Diploma	4 5.1%	10 14.7%	
IT-Related Major	Non-IT-Related Major	55 69.6%	50 73.5%	0.27 (df = 1)
	IT-Related Major	24 30.4%	50 26.5%	
				F
Percentile Score on Cognitive Ability Test	Mean	73.32	71.78	0.18 (df = 1, 143)
	SD	21.91	22.15	

*$p < 0.05$, **$p < 0.01$, ***$p < 0.001$

Table A5. Proportions of Jobs Within Sub-Career Paths of the SLM Career						
	SLM Careers					
Proportion of Jobs	Technical Admin & Support	Clerical Career	Craft, Prod & Service	Military Career	Random Career	$F_{(4, 175)}$
IT Jobs						
I	197%	14.2%	13.5%	13.4%	14.5%	2.52*
M	0.2%					1.37
Non-IT Jobs						
G	2.0%	5.1%	2.4%	1.0%	6.4%	3.96**
P	0.5%	4.1%	1.8%	0.4%	6.7%	11.39***
C	9.6%	52.8%	3.1%	3.5%	14.4%	99.16***
J	42.0%	3.0%	1.6%	4.0%	1.4%	107.25***
O	12.0%	6.1%	60.9%	8.9%	21.6%	90.17***
S	0.5%	3.5%	2.5%	1.9%	6.6%	4.28**
T	1.6%	1.6%	3.9%	6.0%	9.2%	3.89**
Out of Civilian Workforce						
U	0.5%	0.8%	1.5%	0.5%	1.8%	1.65
X	5.6%	5.2%	4.5%	3.6%	10.5%	3.15*
Y	4.9%	1.0%	2.8%	56.5%	1.3%	193.24***
Z	0.9%	2.6%	1.6%	0.5%	5.6%	3.00*

*$p < 0.05$, **$p < 0.01$, ***$p < 0.001$

Table A6. Demographics of Individuals in Sub-Career Paths Within the SLM Career							
		SLM Careers					
		Technical Admin & Support	Clerical Career	Craft, Prod & Service	Military Career	Random Career	χ^2
N		28 15.6%	45 25.0%	27 15.0%	22 12.2%	58 32.2%	
Demographics Sex	Male	15 53.6%	6 13.3%	22 81.5%	17 77.3%	33 56.9%	42.54*** (df = 4)
	Female	13 46.4%	39 86.7%	5 18.5%	5 22.7%	25 43.1%	
Human Capital Education	Postgraduate Degree	0 0.0%	3 6.7%	1 3.7%	1 4.5%	11 19.0%	21.15* (df = 12)
	Bachelor's Degree	7 25.0%	12 26/7%	7 25.9%	5 22.7%	21 36.2%	
	High School with Some College	12 42.9%	12 26.7%	8 29.6%	10 45.5%	16 27.6%	
	High School Diploma	9 32.1%	18 40.0%	11 40.7%	6 27.3%	10 17.2%	
IT-Related Major	Non-IT-Related Major	12 42.9%	33 73.3%	21 77.8%	16 72.7%	39 67.2%	9.98* (df = 4)
	IT-Related Major	16 57.1%	12 26.7%	6 22.2%	6 27.3%	19 32.8%	
							F
Percentile Score on Cognitive Ability Test	Mean	52.59	51.35	58.27	63.00	65.73	2.80* (df = 4, 168)
	SD	24.09	23.27	21.33	21.26	26.34	

*$p < 0.05$, **$p < 0.01$, ***$p < 0.001$