Since the inception of MIS Quarterly, IS researchers have devoted significant attention to the IT workforce. From 1977 to 2017, 76 MIS Quarterly articles employed diverse methods for examining the individual, organizational, and market issues tied to staffing the IT function. These studies serve to illuminate not only how changing technologies and market conditions affect demand for the skills and competencies of IT professionals, but also how they influence the design and career paths associated with IT jobs.

**RESEARCH CURATION TEAM:**
- Damien Joseph (Nanyang Technological University)
- Bin Gu (Arizona State University)
- Jason Bennett Thatcher (University of Alabama)
- Helmut Krcmar (Technical University of Munich)

**Thematic Advances in Knowledge**

**MACROLEVEL**
- Employment arrangements
- Approaches to work
- Management systems

**MESOLEVEL**
- Control
- Collaboration
- Outsourcing
- Open source
- Crowdsourcing
- Online communities
- Virtual work

**MICROLEVEL**
- Motivation
- Diversity
- Experiences
- Turnover
- Job design
- Competencies
- Knowledge
- Skills
- Abilities

**IT CAREERS**
- Market demands for jobs
- Structure of offline and online job markets
- Job hopping
- Career paths

**IT WORK**
- Skills
- Abilities

**IT PROFESSIONAL**
- Motivation
- Diversity
- Experiences
- Turnover

**GOVERNANCE**
- Continuous technological and market changes
- Research methodologies: Case study, Econometric analysis, Experiment, Survey, Theory-generative research synthesis

**FIRST WAVE:**
- IT as a New Profession
  - Characteristics of the IT workforce
  - Skills and competencies required for the IT workforce

**SECOND WAVE:**
- IT as Strategic Resource
  - Evolving demands of IT skills and competencies
  - Nature of IT work
  - Managing careers to limit turnover

**THIRD WAVE:**
- New Forms of IT Organizations
  - Extension of IT job design
  - IT professional well-being
  - Contextualizing careers