

SUMMARY OF RESEARCH – GEMMA BARLOW

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TITLE

Software Development and the Next Generation: Enhancing quality through Improved Methodologies

SUPERVISION

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SUMMARY

Generation Y are the latest wave of workers to enter the corporate workplace. Much has been documented in both literature and popular media their aptitude for technology, but little about how this may influence the technical professionals amongst them entering and being retained within the IT workforce.

This study aims to identify factors of importance to Generation Y software developers, and consider any differing trends between male and female employees in this domain. It then aims to identify improvements to practices and methodologies for managing this demographic through the software development process.

RESEARCH QUESTIONS

- Do current development practices provide a stimulating enough work environment for today's Gen Y software developers?
- How will this affect the adoption and adherence to accepted practices as this generation moves to management, and what impacts will this have on future product quality?
- Do development methodologies used in the workplace impact male / female developers in this age bracket differently? If so, how?
- How may current methodologies be improved to enhance quality?

RESEARCH APPROACH

- Review of current methodologies vs. their practical implementation in the workplace
- Research by Interview and Questionnaire

CONTRIBUTION TO KNOWLEDGE

Generation Y make an increasing percentage of the operational workforce, along with Baby Boomers, Generation X and Traditionalists. The accepted boundaries of Gen Y varies across the literature and accordingly, the relative proportion of corporate staff, but is generally considered to make around 15% of today's white-collar workers (Eisner 2005).

Despite a significant body of work around the characteristics of Generation Y, few studies analyse them as new employees entering the workforce. The majority of currently available literature focuses on the tertiary education of this group - a large proportion of whom are still at university. Equally, only a small branch of published research references workplace attractiveness within the domain of the IT specialist (Marks and Huzzard 2008), let alone a specific IT specialist demographic.

This study aims to fill some of the current gaps in the literature by providing answers to the research questions outlined above.

REFERENCES

- Eisner, S. P. (2005). "Managing Generation Y." S.A.M. Advanced Management Journal **70(4)**: 4.
- Marks, A. and T. Huzzard (2008). "Creativity and workplace attractiveness in professional employment." Journal of HRCA : Human Resource Costing & Accounting **12(3)**: 225.

ABOUT THE RESEARCHER

Gemma Barlow is a part-time Masters by Research student in the Faculty of Information Technology, Monash University (Caulfield). She will complete her thesis by the end of 2010. Gemma holds a Bachelor of Computer Science and a Diploma of Modern Languages (French) from The University of Melbourne. Her research interests lie in areas that have a practical application in the Software Development workplace.