

Gender Differences in Perception of Satisfaction, Inclusion, and Participation in Information Technology Careers: Insights for Recruitment and Retention of Female Students

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Abstract

This paper examines responses to questions about job satisfaction and inclusion from professionals in the information technology field. Responses from over 10,000 professionals were analyzed to determine if there were differences in response to these questions based on gender of respondent. This information, along with previous research on inclusion of women in higher education and industry, are discussed to determine similarities with previous research. Results from the study are used to suggest ways that educators can use the responses to improve recruitment and retention of females in technology majors and minors.

Keywords: Women in technology, recruitment, retention, job satisfaction, inclusion.

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