

Chapter 16: Technology

OB in focus

Mechanized high-tech workers?

It is often assumed that those with the greatest technical skills and education are most ideally situated on the labour market. Certainly, most people would not expect 'computer programmers' to have a difficult time, but business analysts are now saying otherwise. Charles Simonyi, former programmer with Microsoft and founder of Intentional Software Corp., claimed on www.informationweek.com that the:

outsourcing trend indicates that an ever-larger part of IT work has become routine, repetitive and low-bandwidth – one might even say unexciting or boring ... Outsourcing has been historically a prelude to mechanization, and mechanization is a high-value domestic opportunity ... in the long run these jobs will be 90 per cent mechanized, with the help of senior domestic talent. (ref. 61)

Strangely, there are ever-increasing numbers of highly skilled programmers available from all over the world, yet there does not seem to be enough 'skilled work' for them to do. Why can't employers create enough jobs that allow skilled workers to apply their talents? Does it have anything to do with the wage level they would have to pay them at? How does 'outsourcing' play a role?

