UNDERSTANDING PERSON TECHNOLOGY FIT AND ANALYZING ITS INFLUENCE ON WORK RELATED OUTCOMES AMONG IT PROFESSIONALS

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Abstract

Following the grounded theory approach among IT professionals in India we explored the contribution of technology allocation on their behavior. We found that IT professionals evaluate the technology allocated to them based on their individual perceptions and needs. This evaluation, either positive or negative, influences their work outcomes. Further, we explored the factors that make a technology preferable to these professionals. As the literature is relatively silent on the role of technology allocation in predicting the behaviour of IT professionals, we explored various dimensions of technology. We coined the word “Person Technology Fit” to capture the fit between individual preferences and the characteristics of given technology to the professionals. The contribution of the study in exploring the behavior of IT professionals was discussed.

Keywords: Technology characteristics, grounded theory, IT professionals, PT fit.

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