



Barrett Values Centre

## IT & Computer Industry Report

Prepared by Barrett Values Centre

February 2015



# IT & Computer Industry Report 2007-2014

**Total number of organizations: 108**

**Time Period: 2007-2014**

**Countries represented: 24**

**Average Entropy:**

<b>Year</b>	<b>Average Entropy</b>
2007-2014 Combined	22%
2014	26%
2013	21%
2012	25%
2011	18%
2010	22%
2009	22%
2008	21%
2007	21%

**Total Number of Organisations by Current Organisational Entropy:**

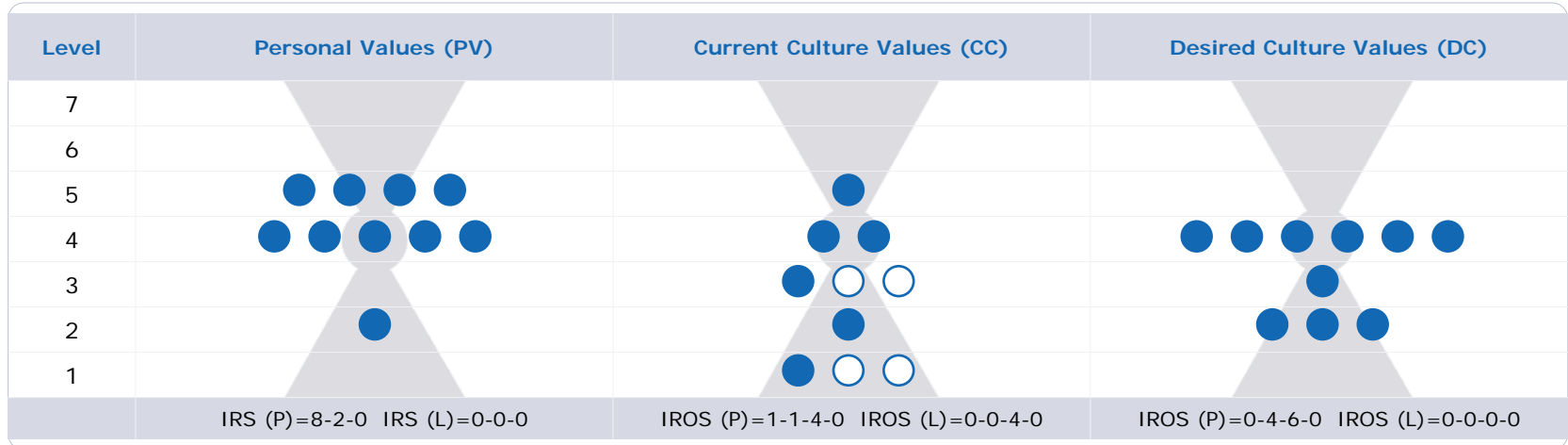
<b>Entropy Band</b>	<b>Number of Organisations</b>
0-10%	14
11-20%	37
21-30%	34
31-40%	18
41% or more	5

Industry Reports are a composite view of a specific industry using results collected from Cultural Values Assessments over time.

The values data represents the most commonly occurring top values. Percentages associated with values denote the percentage of assessments in a given industry where that value appeared among the top values.



# IT & Computer Industry Report 2007-2014



Matches  
 PV - CC 1  
 CC - DC 3  
 PV - DC 2

honesty	90% 5(I)	<i>customer satisfaction</i>	76% 2(O)	<i>teamwork</i>	77% 4(R)
<u>commitment</u>	74% 5(I)	<i>teamwork</i>	56% 4(R)	<i>customer satisfaction</i>	73% 2(O)
responsibility	62% 4(I)	results orientation	55% 3(O)	<i>continuous improvement</i>	68% 4(O)
humour/ fun	59% 5(I)	cost reduction (L)	49% 1(O)	<b>accountability</b>	45% 4(R)
continuous learning	56% 4(I)	confusion (L)	39% 3(O)	quality	42% 3(O)
<b>accountability</b>	54% 4(R)	bureaucracy (L)	36% 3(O)	employee recognition	38% 2(R)
adaptability	47% 4(I)	short-term focus (L)	35% 1(O)	open communication	38% 2(R)
positive attitude	46% 5(I)	profit	34% 1(O)	innovation	37% 4(O)
<b>balance (home/work)</b>	45% 4(I)	<u>commitment</u>	33% 5(I)	information sharing	36% 4(O)
family	43% 2(R)	<i>continuous improvement</i>	32% 4(O)	<b>balance (home/work)</b>	35% 4(O)

Black Underline = PV & CC  
 Orange = PV, CC & DC

Orange = CC & DC  
 Blue = PV & DC

P = Positive  
 L = Potentially Limiting (white circle)

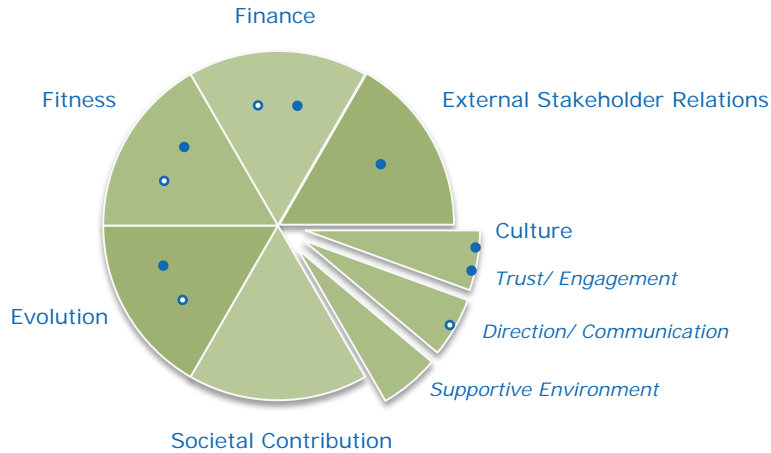
I = Individual  
 R = Relationship

O = Organisational  
 S = Societal

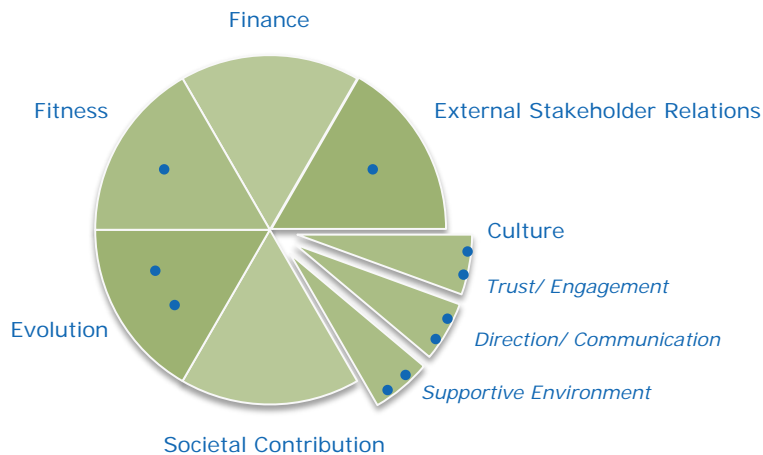


# IT & Computer Industry Report 2007-2014

## Current Culture Values



## Desired Culture Values



		Current Culture	Desired Culture
Finance		cost reduction (L)	
		profit	
Fitness		bureaucracy (L)	quality
		results orientation	
External Stakeholder Relations		customer satisfaction	customer satisfaction
Evolution		continuous improvement	continuous improvement
		short-term focus (L)	innovation
Culture	Trust/Engagement	commitment teamwork	accountability teamwork
	Direction/Communication	confusion (L)	information sharing open communication
	Supportive Environment		balance (home/work) employee recognition
Societal Contribution			



# Consolidated Cultural Data – IT & Computer 2007-2014

## VALUES JUMPS

A value jump occurs when there are more votes for a value in the Desired Culture than in the Current Culture. Listed below are the most common values jumps for industry organisations. The values in **bold** are also the most common Desired Culture top values.

VALUE	Percentage of Assessments
<b>employee recognition</b>	47%
<b>continuous improvement</b>	46%
efficiency	44%
<b>innovation</b>	44%
long-term perspective	43%
coaching/mentoring	42%
employee fulfilment	40%
<b>accountability</b>	37%
<b>open communication</b>	37%
<b>balance (home/work)</b>	34%