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IT企业知识型员工职业生涯管理影响因素实证研究

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摘要: 职业生涯管理的影响因素包括组织与个体两个方面。文章结合IT企业与知识型员工的特殊性, 分析了IT企业发展周期、知识型员工职业周期、知识型员工职业锚等典型影响因素特点, 提出研究假设, 继而通过问卷调查进行验证, 并给出研究结论与相关建议。

关键字: IT企业知识型员工; 职业生涯管理; 影响因素

An empirical study of IT enterprise knowledge workers' career management influence factors

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Abstract: The influence factors of career management come from organization and individual. The paper analyses IT enterprise knowledge workers' career management typical influence factors basing on the characteristics of IT enterprises and knowledge workers, which include IT enterprise's development cycles, knowledge workers' career cycles, and knowledge workers' career anchor. Then the authors prove the hypothesis through questionnaire surveying, and reach at the conclusion and put forth some suggestions.

KeyWords: IT enterprise knowledge workers; career management; influence factors