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### Information technology and job mobility (abstract)

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*Published in:*

The European work and organizational psychologist

*Publication date:*

1992

[Link to publication in Tilburg University Research Portal](#)

*Citation for published version (APA):*

Josten, E. J. C., de Graaf, P. M., van den Berg, P. T., & Luijkx, R. (1992). Information technology and job mobility (abstract). *The European work and organizational psychologist*, 2, 200-201.

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**170 Information technology and job mobility**

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The last decade has seen an enormous increase in the use of computers at work. Nowadays about 55% of the Dutch labour force use information technology and within many jobs a large amount of the work is done with the help of computers. This will have several implications, especially for the kind of knowledge, skills, abilities and other characteristics (KSAOs) needed to do a job. In turn this might have some effects on labour market mobility.

This study investigates the relationship between use of information technology (IT) and job mobility. We hypothesized that job mobility will be higher between occupations in which the extent of use of information technology is comparable. We also expect that within highly computerized occupations job mobility will be relatively high. In carrying out this study we used the results of two surveys. The first survey was administered in 1991 to a representative sample of 1168 members of the working population of the Netherlands. Information was collected about the use of computers at work, the kinds of computers and programs used and the jobs

of the respondents. For about 50 occupational groups, representing labour market segments, we established the degree of computerization using factor analysis and other clustering techniques. The second survey, which is a survey of the Organization for Strategic Labour Market Research, is also representative of the Dutch Labour Force. This survey is a panel study and maps the full labour market trajectories of about 4000 respondents between 1980 and 1988. Additionally, information about personal characteristics such as age and education is available. For each of the 50 occupational groups mentioned before, we established the degree of occupational and job mobility, while controlling for age and education. Combining the data of the first and the second survey, we were able to investigate the relationship between computerization and labour market mobility. The results of the study will be presented. Because of the increasing penetration of IT in many jobs we assume that the result of this study will become even more relevant in the future.