

Project Name	Analysis of IS Job Ads
Date	03/01/2012
Project Manager	Ajit Oza
Team Name	Monster Mash

Project Scope Statement

Mission	<p>Collect and analyze data to produce insights that address these two research questions:</p> <p>RQ1. Do contemporary IT job ads emphasize Technical requirements over Business, Systems, and Interpersonal requirements?</p> <p>RQ2. What proportion of IT job ads require “X years of experience”? Of the IT job ads that do include this requirement, what is the average number of years being requested in the ads?</p> <p>Data will be collected from website www.monster.com on March 27, 2012, at 3:35pm CDT, using these search specifications:</p> <table> <tr> <td>Search 1:</td> <td>Keyword:</td> <td>Application Developer</td> </tr> <tr> <td></td> <td>Location:</td> <td>Missouri-St. Louis</td> </tr> <tr> <td>Search 2:</td> <td>Keyword:</td> <td>Systems Analyst</td> </tr> <tr> <td></td> <td>Location:</td> <td>Missouri-St. Louis</td> </tr> </table> <p>Content analysis will be used to “code” the job ads to assess Technical, Business, Systems, and Interpersonal requirements, as well as required years of experience. Results of the content analysis will be documented in a written report that explains how the study was conducted, and what the results reveal in regard to each of the two research questions. The report will be delivered to Jo Ellen Moore by May 1, 2012.</p>	Search 1:	Keyword:	Application Developer		Location:	Missouri-St. Louis	Search 2:	Keyword:	Systems Analyst		Location:	Missouri-St. Louis
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Justification	<p>The Client (and project team members) hear employers are looking for IS/IT applicants who possess the “soft skills” needed in IS/IT work. But it feels like job ads still focus on technical skills. This project takes a systematic look at job ads to assess the relative emphasis ads are placing on these skills, as well as the proportion of job ads that require work experience. Results of this project will inform CMIS students and faculty about what employers are looking for when hiring.</p>												
Assumptions	<p>Team members will receive training on content analysis by March 20, 2012.</p>												
Communication Plan	<p>Email will be the primary mode of communication among project team members. The team members will meet once a week, on Monday evenings at 6:00pm near Kaldi’s in the MUC.</p> <p>Weekly written status reports will be submitted to the Project Client on Tuesdays by 5:00pm. Each status report will be a Word document delivered to the Client as an email attachment.</p>												
Documentation Plan	<p>Documents, sub-deliverables, and the weekly status reports to the Client will be stored in a google docs account that all project team members will have access to.</p>												
Stakeholders and Signatures of Acceptance	<p>Project Sponsor/Client: Jo Ellen Moore _____</p> <p>Project Manager: Ajit Oza _____</p> <p>Project Team Members:</p> <p>Jimmy Addison _____</p> <p>Greg Brown _____</p> <p>Iris Neal _____</p> <p>Jennifer Well _____</p>												