Is Understaffing Holding Back Technology Adoption?

Posted by meggebrecht - 2010/05/12 13:42

Security issues, concerns about control, making a case for ROI -- thereâ€™s a long list of challenges holding back enterprises from adopting cutting-edge technologies. But as a new survey from Robert Half Technology shows, understaffing isnâ€™t an area that should be overlooked.

On behalf of Robert Half, an independent research firm spoke with more than 1,400 CIOs from U.S. companies with more than 100 staffers. When asked how understaffing in the IT department affected their companies ability to implement innovative or new technologies, 48 percent said somewhat and 18 percent said significantly; only one-third said that their staffing levels werenâ€™t an obstacle.

â€œImplementing new technologies companywide often requires substantial staff and unique skill sets that many IT departments donâ€™t have immediately available,â€• said Dave Willmer, executive director of Robert Half Technology. â€œAs appealing and beneficial as these technologies are, companies often push them to the back-burner because their IT departments are already understaffed.â€•

Itâ€™s tough to take on the cutting-edge projects when youâ€™re working with bare-bones staff, not to mention the fact that dollars are sparse to training existing staff on those new technologies.

How about your company? Are staffing restraints and underrepresentation of certain skills preventing you from deploying emerging technologies?

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by srw134 - 2010/05/14 23:34

I certainly think that having a company be understaffed can lead to slow adoption of anything including new technologies. It is simply not pragmatic to expect an already small/overworked department to both find the time to learn the new technologies and implement them well. Of course as a consultant I tend to think that this is when we step in and help push the car a little faster in order to get to the next level where operations is all that is expected.

-sean

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by yoonsie - 2010/05/31 09:39

To some degree this is a question of the CIO's skill set. One key skill many CIO recruiters have said they look for is leadership in change management. Another is negotiation. If a CIO assesses a new technology and believes the company really should adopt it, a talented CIO should be able to make the case for both expanding the IT staff and investing in the new technology.

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by srw134 - 2010/05/31 17:10

Very true, the question is how receptive the other CxO's will be along with a board is there is one.

-sean

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by Mel Duvall - 2010/06/08 18:03

Robert Half came out with a new survey this week that seems to indicate the problem is getting worse, not better. In the latest survey 64 percent of CIOs said their ability to innovate and implement emerging technologies was being impacted

somewhat by understaffing.

This must be causing a great deal of stress for many CIOs who would much rather be contributing positively to the business, rather than just struggling to keeping the lights on.

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by srw134 - 2010/06/08 23:17

Well with the economy speeding up slowly hopefully the ability to hire additional staff will be available to those requiring their services.

-sean

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by caragarretson - 2010/06/10 20:58

This must be a tricky juggling act for CIOs. They had to cut back on staff and expenses when the Recession hit, now that things are looking brighter companies want to get started on IT projects yesterday, but that requires the right staff. And so now they're scrambling to hire consultants or employees who will start off already behind. Frustrating.

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by srw134 - 2010/06/12 16:04

Another thing I am interested in watching is how efficiently these companies do hire. Are they going to be conservative and only hire a limited number of individuals in order to get the job complete or are they going to go the other way and hire everyone they can to get the project done quick.

-sean

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by sediga - 2010/06/30 11:54

IT picked up much faster than other industries. The problem that I see growing is that many folks took a job and got screwed on pay â€“ and now they are switching as the economy and pay is picking up. I foresee projects taking longer as turnover will be high for the next few months.

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by srw134 - 2010/07/05 14:12

I tend to agree that as the economy develops those people who took jobs for less pay will eventually start jumping around again, and to some level this will affect project development. The smart companies out there are honest with their people and will increase their pay as the company get additional business.

-sean

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by sediga - 2010/07/09 16:08

Once you are in a company, it is very difficult to get a decent raise. Not sure why this is, but I have seen people that make a couple of jumps and after 2-3 years, they are making as much as someone with 10 years of experience staying in one place. My point, watch out for a massive turnover of people.

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Re:Is Understaffing Holding Back Technology Adoption?

Posted by srw134 - 2010/07/17 15:15

Well I have noticed this but I have also had this conversation with my managers at certain companies and made my worth known. The more you stand out as an asset the more you are likely to avoid this situation.

-sean

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