

A Note from Tom Silver

There's an interesting disconnect between the people who manage technology staffs every day, and the HR professionals who assist them. When we asked them to pick the most significant impediment to increasing their tech team's motivation, technology leaders said "pay." However, HR managers picked "none," because their tech teams "were already motivated."

As the economy begins to improve, companies are dusting off technology projects they'd put on hold when the recession began. That, in turn, is increasing demand for technology professionals at the top of their game. In fact, the number of technology jobs available on Dice.com has increased 20 percent from the low in the middle of last year.

Tech leaders understand the ramifications of all this. They're the ones who deal with frustration and weariness along with data centers and development projects. They're also the ones under pressure to deliver on those recently resurrected projects while keeping an eye on costs. What they may recognize, more so than even their colleagues in Human Resources, is that fatigue manifests itself in many ways, including a desire for higher pay and the possibility for a workplace change. And, more than their HR colleagues, they're the ones who will most feel the pain if talented professionals "vote with their feet" to pursue more promising opportunities at other companies.

What do they feel will make the biggest impact on motivating the tech team this year? On this there is agreement between tech leaders and HR: more interesting or challenging assignments. While technology professionals are always looking for the next challenge, it may take more than that to keep your team in tact in 2010.

Enjoy this edition of the Dice Report.

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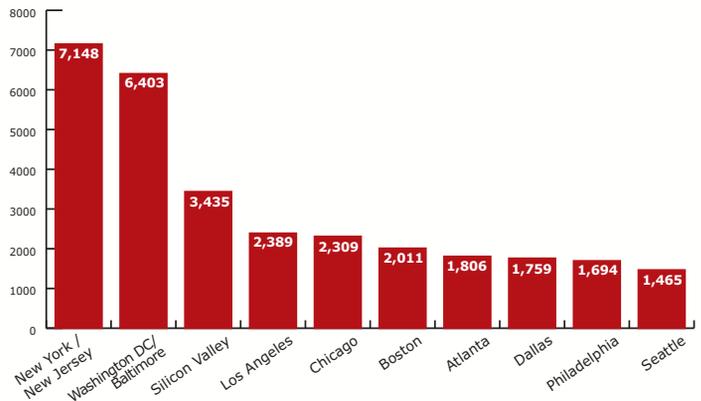
Dice by the Numbers

As of February 1, 2010*

Available Tech Jobs: 57,050
Full-time Positions: 32,873
Contract Positions: 27,268
Part-time Positions: 1,172

Top Tech Metro Areas

Based on number of jobs posted by zip code on Dice as of February 1, 2010*



Dice.com Tech Topic Poll

What is the most significant impediment to enhancing the motivation of your technology team?

HR Leaders

1. None, our technology team is motivated
2. (tie) Compensation freezes or smaller raises
2. (tie) Degree of pressure to deliver more with less
3. Lack of open positions for promotions
4. Budget cuts

Tech Leaders

1. Compensation freezes or smaller raises
2. Lack of open positions for promotions
3. (tie) Budget cuts
3. (tie) None, our technology team is motivated
4. Degree of pressure to deliver more with less

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* A single job posting may reflect more than one skill, location or type of position; therefore, total figures for these attributes may be greater than total jobs posted.