Life in the Clouds! Cloud Computing and Organisational and Workplace

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Time  10.00am - 11.00am
Date  Thursday 22nd September 2011
Venue  N44 0.21B Nathan campus Griffith University.

Abstract: Cloud computing has become one of the most talked about issues in the information communication and technology (ICT) sectors. By 2009 the global Cloud Computing market was worth US$56 billion, with forecasts suggesting that such investments will continue to increase. Governments are also conducting investigations into the potential increased efficiencies of this approach for their own ICT requirements. The Cloud Computing ‘pay on demand’ model also allows small to medium size enterprises (SMEs) to access internet infrastructure and services that would normally be above their capital outlay capabilities. Cloud Computing therefore appears to be shifting from a period of ‘speculation and hype to widespread adoption across the ICT community’ (Visiongain 2010). These shifts in how ICT services are sourced and delivered will impact on organisational structures and associated management practices. They further question the traditional role of ICT workers? However, while the technical and potential cost saving aspects of Cloud Computing have attracted much attention, far less research has been conducted into the associated human resource management (HRM) impacts on ICT workers. This seminar draws on ongoing qualitative research into the Australian ICT sector and attempts to address this gap in the literature by examining HR issues related to managing ICT workers within organisations adopting Cloud Computing strategies. It suggests that the impact of Cloud Computing on changing ICT worker skill sets may be most apparent in large organisations, such as universities, where the provision of ICT services plays a supporting rather than primary role in the organisation. It further suggests that the HR effects of Cloud Computing — at least in the short to medium term — may differ from previous ‘outsourcing’ strategies that were often linked to large-scale job shedding (Ross 2002). Rather, tight ICT labour markets may induce organisations to retrain their ICT workers rather than engage in extensive redundancies per se. Incremental shifts towards “hybrid” Cloud Computing strategies will further reduce in-house ICT job losses.

RSVP to Seminar Coordinator Natalie Dunstan for seating purposes.
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