Oral Defense Announcement
University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Philosophy in Business with an emphasis in Logistics & Supply Chain Management

Ana Krasteva
M.S. in Information Systems, May 2009, University of Missouri-St. Louis

Women in Technology and Why They Leave Industry

Date: November 19, 2019
Time: 2:00 pm – 4:00 p.m.
Place: 212 ESH

Abstract
The goal of this study is to determine whether the phenomena called the ‘bro culture’ has an influence on women in the information technology (IT) workforce. It specifically seeks to determine whether bro culture has an impact on why women in IT move from one IT company to another; leave IT for a non-technical field; or leave the workforce entirely.

Although there is a plethora of studies on why women leave positions in IT, less understood is the impact and influence of bro culture on the decision.

My findings suggest that bro culture in the workplace is a definite factor in determining why women decide to leave their IT positions. The findings are generally consistent with previous reports of factors that have been shown to have a major effect on the work-life quality of women, such as hostile work culture, social exclusion and isolation, and conflict between long hours and rewarding heroics-style work practices (Williams, 2015).

IT organizations can use these insights to help address women’s concerns regarding bro culture in IT and potentially alleviate voluntary turnover of women; implement policies to address organizational cover up; and increase workforce diversity.

Defense of Dissertation Committee
Vicki L. Sauter, Ph.D. Chairperson
Shaji Khan, Ph.D.
Dinesh Mirchandani, Ph.D.
Fred Neiderman, Ph.D.