

# INTERNATIONAL JOURNAL OF HUMAN CAPITAL AND INFORMATION TECHNOLOGY PROFESSIONALS

January-March 2013, Vol. 4, No. 1

## Table of Contents

### RESEARCH ARTICLES

- 1 The Social Environment as a Determinant for the Impact of the Big Five Personality Factors and the Group's Performance**  
*Kostadin Koroutchev, Escuela Politécnica Superior, Universidad Autónoma de Madrid, Madrid, Spain*  
*Silvia T. Acuña, Escuela Politécnica Superior, Universidad Autónoma de Madrid, Madrid, Spain*  
*Marta N. Gómez, Escuela Politécnica Superior, Universidad CEU San Pablo, Spain*
- 9 Understanding the Transformation Process Success Factors in Enterprise System Implementations: An IT Professional's Perspective**  
*Sanjay Mathrani, School of Engineering & Advanced Technology, Massey University, Auckland, New Zealand*  
*Anuradha Mathrani, School of Engineering & Advanced Technology, Massey University, Auckland, New Zealand*
- 22 Featuring CIO: Roles, Skills and Soft Skills**  
*Carmen Cano, Department of Computer Science, University of Alcalá, Madrid, Spain*  
*Luis Fernández-Sanz, Department of Computer Science, University of Alcalá, Madrid, Spain*  
*Sanjay Misra, Department of Computer Engineering, Atilim University, Ankara, Turkey*
- 34 The Borders of Inter-Firm Mobility for ICT Employees in Italy**  
*Francesca Sgobbi, DIMI, University of Brescia, Brescia, Italy, & Centro de Estudos sobre a Mudança Socioeconómica e o Território, Instituto Universitário de Lisboa, Lisbon, Portugal*
- 46 Actions towards Maturing the ICT Profession in Europe**  
*Martin Sherry, Innovation Value Institute, National University of Ireland Maynooth, Maynooth, County Kildare, Ireland*  
*Marian Carcary, Innovation Value Institute, National University of Ireland Maynooth, Maynooth, County Kildare, Ireland*  
*Stephen McLaughlin, Innovation Value Institute, National University of Ireland Maynooth, Maynooth, County Kildare, Ireland*  
*Conor O'Brien, Innovation Value Institute, National University of Ireland Maynooth, Maynooth, County Kildare, Ireland*

### Copyright

The *International Journal of Human Capital and Information Technology Professionals* (ISSN 1947-3478; eISSN 1947-3486). Copyright © 2013 IGI Global. All rights, including translation into other languages reserved by the publisher. No part of this journal may be reproduced or used in any form or by any means without written permission from the publisher, except for noncommercial, educational use including classroom teaching purposes. Product or company names used in this journal are for identification purposes only. Inclusion of the names of the products or companies does not indicate a claim of ownership by IGI Global of the trademark or registered trademark. The views expressed in this journal are those of the authors but not necessarily of IGI Global.

The *International Journal of Human Capital and Information Technology Professionals* is currently listed or indexed in: ACM Digital Library; Bacon's Media Directory; Cabell's Directories; DBLP; Google Scholar; INSPEC; JournalTOCs; MediaFinder; SCOPUS; The Standard Periodical Directory; Ulrich's Periodicals Directory