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Gender-specific aspirations and determinants of career development in computer science

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Theoretical framework:
We suppose that gender stereotypes and academic self concept keep women from studying computer science. We assume that female computer science graduates do not advance in their career development as fast and as high as their male colleagues due to a male connoted working environment that leads to an underestimation of female capabilities and conflicts with occupational and private goals of women.

Aims and objectives:
By interrogating students and graduates at different points of time, we want to gain insights into gender-specific motivation for studying computer science, determinants for successful completion of studies, changes in individual career goals, job and life satisfaction, and differences in career advancement.
Interviews with human resource departments are conducted to identify the success of measures which aim to support female computer scientists in their career and to allow to balance work and private life.

Results:
Female students rate their grasp of the subject matter lower than male students - although they have better grades.
Female graduates show a high satisfaction with their capabilities, working conditions, and job contents. In spite of rating their leadership capabilities higher than men, less women occupy an executive position. Women attach less importance to leadership and name problems in combining family and work. However, women in executive positions show a higher job satisfaction as men.
From the perspective of the companies, the capacities of female computer scientists are highly valued.

Scientific and applied significance:
The regular evaluation of satisfaction with the course of studies and the development of supporting measures will female students keep in computer science.
Women who complete their course of studies are highly satisfied. Therefore, schools, companies and universities should cooperate to enable insights in the field of computer science and to strengthen female beliefs in their capabilities.
Female computer scientists should be encouraged to leadership. Best practice examples could be identified by our study.