**Assessing the impact of work values on non-productive use of IT resources**

Luis M. Arciniega\* and Dalia Obregón-Schael

Instituto Tecnológico Aútonomo de México (ITAM)

Mexico City, Mexico

Mailing address: Río Hondo 1. San Ángel. México 01080 D.F. Mexico.

Email: larciniega@itam.mx. Telephone: +52 55 56284000 ext 3430

Fax: +52 55 56284049

Computer resources have become an indispensable tool to perform certain jobs within organizations. However, an emerging phenomenon is that employees are distracted with activities not related to the work when they have access to certain type of these resources, such as: social networks, internet surfing, texting, chatting, video conference, etc. As a consequence, employees lose time and affect their productivity at work. This study examines the impact of employees’ work values on the productive use of their computing resources. A sample of 104 employees of an IT company in Mexico was utilized in the study. The use of non-job related informatics resources was monitored on the computer of each employee through a software package specially intended for this purpose. Employees were informed about the use of this tool, and received feedback based on the reports generated by the system. Work values were assessed through the EVAT scale, a widely employed instrument for measuring work values in Spanish-speaking populations. The instrument operationalizes the four higher-order values of Schwartz’s Theory. Our results suggest that scores on self-enhancement are good predictors of the use of non-job related informatics resources at work. Employees with higher scores on values related to power and achievement (i.e. self-enhancement), tend to have a higher tendency to use computational resources in non job-related tasks.