

What Makes a Good Developer? An Empirical Study of Developers' Technical and Social Competencies

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Abstract—Technical and social competencies are highly desirable for a protean developer. Managers make hiring decisions based on developer's contributions to online peer production sites like GitHub and Stack Overflow. These sites provide ample history regarding developers' technical and social skills. Although these histories are utilized by hiring tools to help managers make their hiring decisions, little is known empirically how developers' social skills affect their technical skills and vice versa. Without such knowledge, tools, research, and training might be flawed.

We present an in-depth empirical study investigating the

motivation. *Collaboration proficiency*: How well can an individual work with other team members? This is measured by communication activity through the number of comments/answers/questions and reputation. Good team players are vital for the success and timely release of large projects [2]. *Project management ability*: How well can an individual manage the project? This can be measured by the number of projects owned by an individual [6]. *Motivation*: How