USER STUDY DESIGN

- User study will be composed of two parts:
    - PART A: User study part with "competency sheets"
        - Task with competency sheets
        - Conduct Self-Assessment Manikin (SAM) *[Write ID of user and "PART A" on SAM sheet]*
        - Conduct Intrinsic Motivation Inventory (IMI) *[Write ID of user and "PART A" on IMI sheet]*
    - PART B: User study part with "web-based competency system"
        - First a brief demo --- All functionalities – lasts 2 minutes
        - Task with Web-based Competency system
        - Conduct Self-Assessment Manikin (SAM) *[Write ID of user and "PART B" on SAM sheet]*
        - Conduct IMI *[Write ID of user and "PART B" on IMI sheet]*
    - Small Interview

- There are total of 8 participants and 1 participant for the pilot study

- Keep a table that matches names & surnames of participants with their ID (ID values are like 1, 2, 3, …). Once the study is completed this table will be destroyed and removed. Results of the study will be reported <u>anonymously</u>.

- Flipping the order of PART A and PART B:
    - Randomly selected 4 participants will be conducted first PART A and then PART B
    - The remaining 4 participants will be conducted first PART B and then PART A

- PART A and PART B will be done altogether (i.e., PART A will be immediately followed by PART B, and for the flipped case PART B will be immediately followed by PART A.).

- All user studies will be recorded.

- The only difference between PART A and PART B is the difference of the tasks. In PART A, the task is with the "competency sheets" and in PART B, task is with "web-based competency system".

- User study conducted to developers is different than the user study conducted to the managers in the following ways:
    - Task with competency sheets
        - Task with competency sheet for developers
        - Task with competency sheets for managers
    - Intrinsic motivation inventory (IMI)
        - IMI for managers
        - IMI for developers
    - Task with web-based competency system
        - Task with web-based competency system for developers
        - Task with web-based competency system for managers