

APPENDIX G  
EVALUATION INTERVIEW DATA

1) *Evaluation interview 1:*

- 1) **What do you think about of the keeping track of and updating the web-based competence system?**  
- I think it was good. Better and easier than before. More accessible in comparison to the sheet.
- 2) **What are your thoughts about turning the competence sheet into a web-based system?**  
- Availability has been a problem with the sheet. People kept losing their sheets and the data is gone. Having everything available at the same spot as a living document is key. I really liked the ability to read about a subject you want to know more about.

2) *Evaluation interview 2:*

- 1) **What do you think about of the keeping track of and updating the web-based competence system?**  
- Much more living than before. I like that a lot.
- 2) **What are your thoughts about turning the competence sheet into a web-based system?**  
- It should have been automated into some kind of web-based platform from the beginning.

3) *Evaluation interview 3:*

- 1) **What do you think about of the keeping track of and updating the web-based competence system?**  
- I think it is a simpler and easier process to go about this.
- 2) **What are your thoughts about turning the competence sheet into a web-based system?**  
- It's a good and solid way to go. The profile and learn more functionality makes it awesome. There's no limitations to this so more functionality can easily be added.

4) *Evaluation interview 4:*

- 1) **What do you think about of the keeping track of and updating the web-based competence system?**  
- It's time effective and has a lot of potential.
- 2) **What are your thoughts about turning the competence sheet into a web-based system?**  
- Great, really great!

5) *Evaluation interview 5:*

- 1) **What do you think about of the keeping track of and updating the web-based competence system?**  
- This is much better. The old way was working but the problem arrives when you're going to send the sheet to your manager. It is very hard to keep track of the data for both managers and developers.
- 2) **What are your thoughts about turning the competence sheet into a web-based system?**  
- I think the biggest win on this is that you have one living document. Just log in and you have it, change something and it changes for everyone.

6) *Evaluation interview 6:*

- 1) **What do you think about of the keeping track of and updating the web-based competence system?**  
- Good. The only thing I'm concerned about is that it needs to be extremely obvious when it comes to how you are supposed to fill it in. Other than that I think it is great!
- 2) **What are your thoughts about turning the competence sheet into a web-based system?**  
- I think it is a very good idea. It is almost a must if the company wants it to be a living document.

7) *Evaluation interview 7:*

- 1) **What do you think about of the keeping track of and updating the web-based competence system?**  
- Much faster and time effective. Could use some work but the core functionality is there.
- 2) **What are your thoughts about turning the competence sheet into a web-based system?**  
- It should have been a web-based platform from the beginning because this should be something that shouldn't be a burden but instead it should be motivating for the users.

8) *Evaluation interview 8(Manager):*

- 1) **Does the web based system perform as expected in practice?**  
- Yes I think so. However, it has some potential for improvement.
- 2) **What do you think about of the keeping track of and updating the web-based competence system?**  
- It really simplifies the process and keeps the manual work at a minimum. I see great potential whereas I only see limitations to the old sheet we were using.
- 3) **What are your thoughts about turning the competence sheet into a web-based system?**  
- If I was the one to decide back before the sheet was created I would've gone for this kind of system right away.

9) *Evaluation interview 9(Manager):*

- 1) **Does the web based system perform as expected in practice?**  
- Yeah it's performing as expected, but ofcourse there are things that could be added to it. But I understand it is a matter of time in this case.
- 2) **What do you think about of the keeping track of and updating the web-based competence system?**  
- I think the information will be the same but it will be much less manual work. It will be easier to keep track of the latest version.
- 3) **What are your thoughts about turning the competence sheet into a web-based system?**  
- It's the correct way to do it. Keeping the data in a database and everyone working with the same file. Earlier it was done manually.