

APPENDIX C
PILOT INTERVIEW DATA

A. Part 1:

- 1) What is your position in this firm?
- System developer / talent scout.
- 2) For how long have you been working here?
- 2 years as a developer, 0,5 years as a talent scout
- 3) How long have you been working in the field? How would you summarize your experience? In terms of working experience.
- First job.
- 4) What is your involvement with the competency sheet? (did you use it? Did you help create it?)
- Just filling it in

B. Part 2:

- 1) What is your general impression of measuring competence in software engineering?
- Tough to measure. Sees the need. Larger organizations need it more. Matching people to a task.

C. Part 3:

- 1) How do you feel about the way competency is measured in this company?
- Has Not been measured until now. Doesn't know how it compares to other companies. Picking your own levels is good.
- 2) Do you think it accurately reflects your competence?
- Very black and white. Hard to answer. Haven't given much thought to it however he thinks it reflects his knowledge. Some stuff he knows is not on the list. More than 5 levels could be good. Hard to pinpoint because knowledge is personal.
- 3) What do you think of the current way of keeping track of and updating the competence sheet?
- Lost his sheet twice. Destroyed excel rows accidentally. Too manual. Very new so still learning how to use it.
- 4) What are your thoughts about turning the competence sheet into a web-based system?
- Very good. Hoping its gonna be easier to fill in and for managers to see results.
- 5) Are there any special features that you would like to have if the web-platform is to be implemented?
- The ability to read up on languages and improve your current level of skills.