Appendix to An Industrial Experience Report on Assessing Software Engineer Outputs

Questions for the Interviews

1. How many engineers are in your team?

2. In what area does your team primarily operate?

3. What role do you play in the team?

4. What are you mainly responsible for at work?

5. What quantifiable outputs will you have in your work?

6. What are your thoughts on the assessment of engineer outputs?

7. How has output assessment helped you personally?

8. How do you think output assessment helps the development process?

9. Does (Did) output assessment bother you?

10. What do you think are the advantages and disadvantages of quantitative assessment?

11. What do you think needs to be improved about output assessment?

12. (If you participated in the construction of the output assessment system) What challenges / difficulties did you encounter?

13. (If you participated in the construction of the output assessment system) How did you solve the difficulties encountered? / What best practices did you conducted to solve the difficulties?

Questions for the Surveys

1. How many engineers are in your team?

    (a) 1-10
    (b) 11-30
    (c) 31-50
    (d) 51+

2. What role do you play in the team?

    (a) Manager
    (b) Engineer
    (c) Others_

3. What are you mainly responsible for at work?

    (a) Development

(b) Test

(c) Maintenance

(d) Quality assurance

(e) Others_

4. How has output assessment helped you personally?

   (a) Timely individual feedback

   (b) Efficient management

   (c) Ability improvement

   (d) Others_

5. How do you think output assessment helps the development process?

   (a) Visualize work outputs

   (b) Standardize development processes

   (c) Optimize team structures

   (d) Cultivate team members

   (e) Others_

6. How does output assessment bother you?

   (a) I don't want to be assessed

   (b) I don't think the quantitative assessment is accurate

   (c) It doesn't bother me

   (d) Others_

7. What do you think are the advantages of quantitative assessment?

   (a) It avoids the subjectivity of qualitative assessment

   (b) It reduces cost of manual involvement

   (c) Others_

8. What do you think are the disadvantages of quantitative assessment?

   (a) Quantitative assessment may not accurate

   (b) Some qualitative work cannot be assessed

   (c) Others_

9. What do you think needs to be improved about output assessment?

   (a) Some unquantifiable outputs need to be considered

   (b) Reduce negative impact on engineers

   (c) Others_

10. (If you participated in the construction of the output assessment system) What challenges / difficulties did you encounter?

    (a) Your answers:

11. (If you participated in the construction of the output assessment system) How did you solve the difficulties encountered? / What best practices did you conducted to solve the difficulties?

    (a) Your answers: