

# Comparative Analysis of Job Satisfaction in Agile and Non-Agile Software Development Teams

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## Summary

Job dissatisfaction is a main driver of high turnover, which has a large economic impact on the company. This paper examines the relationship between job satisfaction and development processes, concluding Agile practices lead to more satisfied developers in general. Specifically, the amount of Agile experience was found to be highly correlated with job satisfaction. The major factors influencing job satisfaction involved having agency in decisions affecting them, working on interesting projects, and working with users/customers.

## Strengths

- Clearly laid out research questions, null hypothesis, metrics, and statistical test used. This gives a high level of confidence in the results.
- Very detailed study allows for easy reproduction to verify conclusions.
- Good background research on economic impact of turnover in development which motivates the study.
- Large (n>400) study.
- Broad categorization of job satisfaction.
- Examination of job roles beyond developer.
- Acknowledged limitations of research and took steps to mitigate.

## Weaknesses

- A large majority of respondents came from either North America or Europe. Can we generalize the results to cultures/countries which are underrepresented or not represented at all?
- Specific research by design does not take into account external factors, left to future studies.
- Lack of statistical knowledge may make the paper difficult to fully comprehend.
- Some discussion about job satisfiers is warranted - why did they choose these 10 factors.