



Looking beyond the numbers



Agenda

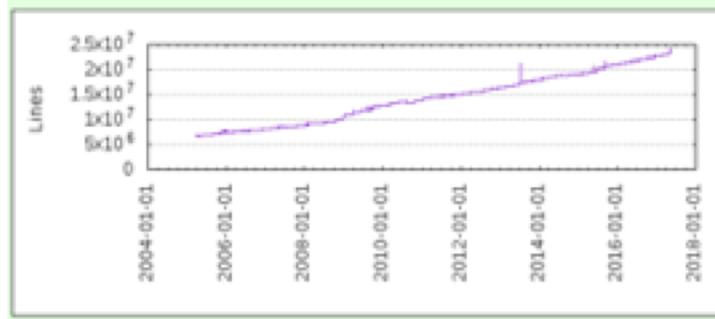
- Why are metrics used?
- Pitfalls and (even) flaws of metrics
- Dos and Don'ts of community metrics





Share Options ⏰ Last 90 days

Author	Commits (%)	+ lines	- lines	First commit	Last commit	Age	Active days	# by commits
Linus Torvalds	22786 (3.36%)	676385	63252	2005-04-16	2017-05-13	4409 days, 22:59:13	3510	1
David S. Miller	8736 (1.29%)	184759	156987	2005-04-16	2017-05-09	4465 days, 18:00:23	2659	2
Mark Brown	6734 (0.99%)	263261	118006	2006-03-01	2017-04-30	4105 days, 14:17:43	1550	3
Takashi Iwai	6053 (0.89%)	209884	211484	2005-03-24	2017-05-11	4430 days, 17:26:15	1877	4
H Hartley Sweeten	5931 (0.88%)	123595	194620	2009-03-31	2017-03-16	2878 days, 20:45:49	403	5
Al Viro	5852 (0.88%)	105582	142309	2005-04-03	2017-05-08	4418 days, 10:38:55	1233	6
Ingo Molnar	5284 (0.79%)	123662	94515	2005-04-18	2017-05-09	4399 days, 13:22:16	1552	7
Mauro Carvalho Chehab	4983 (0.74%)	480119	403589	2005-06-24	2017-04-19	4317 days, 8:55:39	1240	8
André Bergmann	4854 (0.68%)	57073	101884	2005-05-18	2017-05-11	4378 days, 9:33:07	880	9
Greg Kroah-Hartman	4447 (0.66%)	695015	1098282	2002-04-09	2017-05-04	5804 days, 4:36:29	1235	10
Russell King	4194 (0.62%)	179092	155881	2005-01-24	2017-04-26	4474 days, 11:09:55	1370	11
Touju Han	4007 (0.59%)	152433	121330	2005-04-03	2017-05-01	4411 days, 8:29:08	977	12
Johannes Berg	3941 (0.58%)	209769	144403	2005-12-10	2017-05-03	4163 days, 8:11:29	1290	13
Thomas Gleisner	3618 (0.53%)	68685	84294	2005-01-18	2017-04-20	4474 days, 22:50:13	877	14
Ham Verkaik	3590 (0.50%)	224865	221142	2005-11-09	2017-04-17	4177 days, 6:28:26	902	15
Christoph Hellwig	3239 (0.48%)	158952	247899	2005-04-03	2017-05-11	4248 days, 19:41:54	882	16
Chris Wilson	2981 (0.44%)	98172	68595	2009-01-30	2017-04-22	3600 days, 12:05:15	864	17
Eric Dumaine	2403 (0.43%)	59607	47056	2005-06-22	2017-05-09	4338 days, 16:56:28	3407	18
Gert Uytterhoeven	2928 (0.43%)	60123	58695	2005-04-18	2017-05-08	4480 days, 6:07:33	848	19
Rafael J. Wysocki	2903 (0.43%)	71994	45919	2005-05-05	2017-05-09	4387 days, 2:09:33	1053	20



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- Git
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- About

- Powered by
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Overview



CHAOS

Why use Metrics?



- **Transparency**
 - Who is contributing to the community?
 - Where (e.g. organizationally, geographically, etc.) are the contributions coming from?
- **Help identify potential bottlenecks**
 - Are code reviews being done in a reasonable timeframe?
 - Are bugs being closed?
 - Are new community members able to contribute quickly?
- **Encourage community participation**
 - Are new contributors continuing to participate in the community?
 - Are there any early signs of declining contributions?

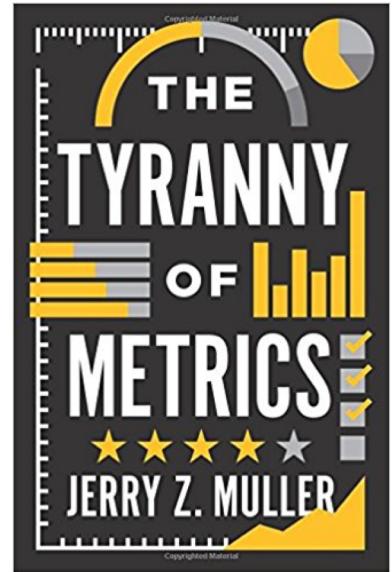
Pitfalls and unintended consequences...



- “We’re one of the top X contributing organization in Project ABC!”
- “Project XYZ is one of the fastest growing projects based on ...”
- Making comparisons between different communities based on a few metrics
- People trying to game their contribution statistics
- Too much focus on code contributions

Some of the flaws of metrics

- People often measure the most easily measurable
- Focusing on input vs. outcomes
- Less insight through standardization
- Ignores intrinsic motivation



Metrics dos and don'ts



- Do
 - Use metrics for identifying outliers (e.g. “poor performers”)
 - Develop metrics with community input
 - Use metrics for informed judgement and interpretations
- Don’t
 - Use metrics as a basis for rewards
 - Present metrics data without providing proper contexts
 - Ignore non-metrics

A parting quote



“Extrinsic rewards become an important determinant of job satisfaction only among workers for whom intrinsic rewards are relatively unavailable”

- Barry Gruenberg: “The Happy Worker: An Analysis of Educational and Occupational Differences in Determinants of Job Satisfaction,” American Journal of Sociology 86 (1980), pp247-71