

Example of Saturation Monitoring

| Communities | Themes | Codes | Interviewees | Examples from the data | Saturation monitoring and decision |
|-------------|----------------------------|-----------------------------------|--------------|--|---|
| FOSSASIA | Equitable governance style | Fair conduct towards Each other's | 4 | "I think in FOSSASIA, and this is very prominent in our interactions. There are no leaders nobody is a boss, everybody is a friend of each and every one and there are times that people who don't belong to FOSSASIA and they come and submit contributions. We always fair no matter who is the contributor. So the relationships are very open we have an open culture where everyone can jump in and provide suggestions. And at the same time we are all like friends helping each other to make our community and products better. But always fair, no matter what!" | This assertion of being "fair" in behaving towards each other's, so that everyone is treated in the same way, has already been echoed by interviewees 1, 2 and 3. At this stage of the analysis and recruitment, this code showed a sign of saturation. Still, we recruited an additional interviewee (i.e., interviewee 5) to elevate our confidence in this sign of saturation. |
| | | | 5 | "Overall, we have to be fair and we make our decisions based on fairness. This is our philosophy and it is working for us. Open source is socially a complex place. We have to always try to be reasonable behaving towards each other's, so that everyone is treated in the same way and feels that he belongs." | This code emerged in five interviewees accounts consistently. At this stage of the analysis and recruitment, we have become confident that saturation has been reached for this code at the level of this community. |
| | | Technically grounded decision | 4 | "I must say, I have never been rejected unfairly. The quality is the main driver that drive for our decision to either accept or reject a PR. The maintainer in | Previous interviewees (i.e., 1, 2 and 3) indicated similar claims. Still we did not decided on saturation of this |

| | | | | | |
|-------|--------------------------|--------------------|----|--|--|
| | | | | our community make their decision in consideration of the reviewers' comments. I think most the time they justify their decisions based on technicalities and why the PR doesn't merit a merger. There is no dictatorship in our community. Decisions to reject are based on the technical merits." | code until we interviewed a contributor. |
| | | | 5 | "Okay as a maintainer my best practices are like, we have to wait for at least three reviews decisions to ok the code before I decide to merge. The reviewers and myself have to approve a pull request only if we are satisfied with the quality. Obviously, we look at many things like testing is done, code standards followed, etc. We don't reject lightly at all. Before we reject the pull request we have to get sufficient technical reasons of why the community decided to reject, especially, why the pull request cannot be improved. And we need technical justifications before we reject. We expect the contributors to ask any doubts or if cannot understand any part of the decision." | After this code emerged in three maintainers and one contributor interviews, we decided that saturation was reached for this code. Other codes have shown similar trends. Then, we decided not to recruit additional interviewees. |
| Coala | Lenient governance style | Helping each other | 29 | "I mainly deal with new contributors so my motive is not demoralizing them a lot and not requesting too much things for them for instance if it's like a small | Interviewees 26, 27 and 28 have already discussed this community quality. But, we continued recruiting additional participants. Although |

| | | | | | |
|--|--|---------------------|----|---|---|
| | | | | things I might myself do it in the repository. We believe in helping each other's out, especially newcomers. We want them to learn and become efficient contributors." | there is an indication of saturation, especially after interviewing DuckDuckGo participants and they showed similar belief, locally (for the Coala case) four interviewees is a small number. Hence, we recruited additional participant, i.e., no 30. |
| | | | 30 | "We maintain a very positive attitude toward everybody, to be honest, because people invest their time for this community and we believe that we have to give something back by helping and providing a learning environment for newcomers ... But we try not to spoon feed the developer these are very bad habit because developer doesn't learn to how to understand and resolve a programming problem." | At this stage of the analysis and recruitment, this code (i.e., Helping each other) has become saturated, after this code emerging from five interviews. The decision not to recruit additional interviewees was taken in consideration of other codes also showing saturation. |
| | | Avoiding rejections | 29 | "When we reject some of those changes it's like telling them that know your work does not matter. So if you are saying to someone that your work does not matter it's kind of rude according to me. So it's better to ask them to the same work in a different rather than rejecting their work. That person has invested his over time, and he was not promised anything in return. It was completely his choice..." | Contributors (i.e., 26, 27 and 28), interviewed from the Coala communities, accounts confirmed this behavior. We continued to recruit to test whether this code will emerge in maintainers' accounts. |

| | | | | | |
|--|--|--|----|--|--|
| | | | 30 | <p>“We try not to reject. So instead of that rejecting it we try to like divert it from one point to another so that the same person can work on to something else and the same time not feel offended because his work was not accepted.”</p> | <p>This code and other codes within this category have shown saturation. They emerged in five interviews’ data. The code has become prominent empirically. Hence, we called saturation of this code for the Coala community. Hence, we decided not to recruit additional interviewees.</p> |
|--|--|--|----|--|--|