**Context**

We at HackerRank (<https://www.hackerrank.com>) are passionate about ensuring that developers and companies can find each other and that the best matches are made. Our platforms, for the community and recruiting, are built to create the best experience for all involved.

We have over the years built a very strong global community of developers. In order to provide more transparency for ourselves and the world on the state of developers, we conducted a survey of our developers late in 2016. We got an astounding 25K responses! The survey asked developers many questions around their skills, educational background, current role, and more. We provided a high-level report of our findings from this survey earlier this year (see acknowledgements below).

We have since focused more on understanding trends about women pursuing careers as developers. On March 1 we released our high-level report on our findings. This report is based on survey responses from professional developers (14K developers, which includes hiring managers), and it is available here: [Women In Tech 2018](https://research.hackerrank.com/women-in-tech/2018/)

The data set we are releasing here is the full dataset of 25K responses from our developer survey, which includes both students and professionals. The [Women In Tech 2018](https://research.hackerrank.com/women-in-tech/2018/) report uses only the 14K responses from professionals.

**Content**

The data consists of five files:

1. HackerRank-Developer-Survey-2018-Codebook.csv: a CSV file with survey schema. This schema includes the questions that correspond to each column name in HackerRank-Developer-Survey-2018-Numeric.csv and HackerRank-Developer-Survey-2018-Values.csv. It also provides extra notes on questions if they were conditionally shown, or what the correct answer was to a coding question.
2. HackerRank-Developer-Survey-2018-Numeric-Mapping.csv: This file provides the mapping from the numeric values in HackerRank-Developer-Survey-2018-Numeric.csv and what their textual representation in the survey was. Each row represents one of the possible answers to a specific question, with a mapping of the numeric answer in the data file to the textual label in the survey.
3. Country-Code-Mapping.csv: a CSV file that provides the mapping of the numeric country code in our raw data in HackerRank-Developer-Survey-2018-Numeric.csv to the associated country.
4. HackerRank-Developer-Survey-2018-Numeric.csv: a CSV file with the raw survey responses. Each row is one respondent, including an anonymous respondent id, the timestamp of when the survey was started and ended, and the numeric responses to each question. This is the data file that we used for our analysis.
5. HackerRank-Developer-Survey-2018-Values.csv: a CSV file with the text version of the survey responses. Each row is one respondent, including an anonymous respondent id, the timestamp of when the survey was started and ended, and the textual response to each question. This file was derived from HackerRank-Developer-Survey-2018-Numeric.csv using the mapping files that are included in this data set. We provide it for ease of use for those who prefer to work directly with the text values.

**Methodology**

* A total of 25,090 professional and student developers completed our 10-minute online survey.
* The survey was live from October 16 through November 1, 2017.
* The survey was hosted by SurveyMonkey and we recruited respondents via email from our community of over 3.4 million members and through social media sites.
* We removed responses that were incomplete as well as obvious spam submissions.
* Not every question was shown to every respondent, as some questions were specifically for those involved in hiring. The codebook (HackerRank-Developer-Survey-2018-Codebook.csv) highlights under what conditions some questions were shown.
* The [Women In Tech 2018](https://research.hackerrank.com/women-in-tech/2018/) report is based only on the 14K responses from professionals
  + Respondents who identified as students (q8Student=1; N=10351) were excluded from this report.
  + Respondents who identify as “non-binary” (q3Gender=3; N=76) were excluded from the male-female comparisons.

**Acknowledgements**

The data set we are releasing is based on the [Developer Skills](https://research.hackerrank.com/developer-skills/2018/) survey and report we released earlier this year. We did not release the data set then, so here it is!

**Inspiration for March 2018**

The goal of releasing this data set is the focus on supporting women in tech. The engagement and response that we got in the Developer Skills Report was phenomenal. We next wanted to focus on the nearly 2,000 women who responded to the survey to get a pulse on the state of being a woman in technology today. What languages are they learning, how they learn, and what’s their career growth like. We thought doing this analysis might help expose some important trends to the world.

We encourage data scientists to look at our [Women In Tech 2018](https://research.hackerrank.com/women-in-tech/2018/) report to see some of our high level findings. We did not look at any of the text-based answers (when selecting "other" to any of our questions), focusing specifically on the answers that fell within the choices we provided.

To build on the analysis started in our Women in Tech report, consider exploring any of the following questions:

* How are responses from students different from professionals? Is there anything we can learn from their different priorities or preferences?
* Are there interesting deeper analysis of the 'other' roles that were input beyond the ones we categorized in the survey?
* What trends we can see by looking at the different cohorts (beyond what we already outlined)?
* Is there more to discover in trends of educational backgrounds, languages/frameworks known that we have not explored?
* Are there important findings that are actionable in the community at large to continue to support women?