

In this research, we are trying to understand the turnover of software engineers, and for what reasons professionals leave their jobs.

We are interviewing several professionals to understand turnover better.

Thank you for agreeing to participate in this study. Our goal is to have a good conversation with you.

- 1.** What training did you receive when you joined the organization? Could you tell us a little about how they were applied?
- 2.** Do you believe that obsolescence is a contributing factor to software developer turnover? Why?
- 3.** In your opinion, what incentives offered by the organization contribute to professional retention? Why?
- 4.** Do you have a good relationship and communication with other employees? Could you talk a little about your relationship in the workplace?
- 5.** In your opinion, can a lack of organizational commitment lead a professional to leave the organization? Why?
- 6.** In your opinion, is exhaustion a factor that has a major influence on software developer turnover? If so, could you talk a little about what causes exhaustion?
- 7.** In your point of view, does the high demand in the industry for software developers contribute to turnover? Why?
- 8.** Do you have autonomy to develop your work and make decisions? If so, what autonomy do you have?
- 9.** In your opinion, is salary the main factor in keeping a software developer in the organization? Why?
- 10.** Considering everything you said so far, could you talk a little about the factors mentioned, and not mentioned above, that can lead the software developer to leave the organization? You are free to comment on anything.