

BACKING UP INTUITION WITH DATA:

IMPROVING JOB SATISFACTION



STACK OVERFLOW DEVELOPER SURVEY

- ▶ Stack Overflow launched in 2008
- ▶ The Q&A place for coding enthusiasts/professionals
- ▶ Developer survey since 2011
- ▶ Highlights trends in the industry



**HOW SATISFIED ARE YOU WITH YOUR
CURRENT JOB?**



DATA DETAILS

- ▶ 55k respondents
- ▶ ~ 80 questions, depending on previous answers.
- ▶ Example questions
 - ▶ At what age did you write your first line of code or program?
 - ▶ Which development environment(s) do you use regularly?
 - ▶ Do you review code as part of your work?
 - ▶ What social media site do you use the most?

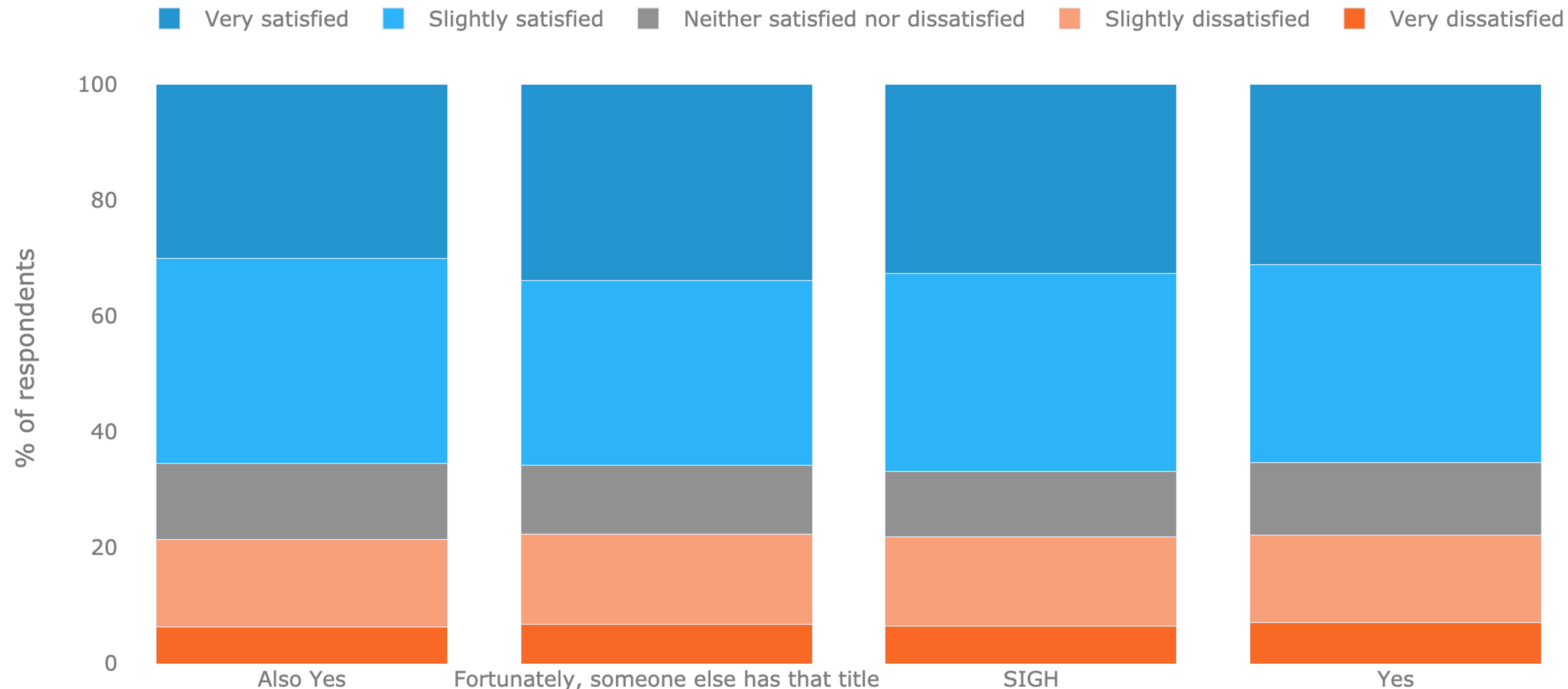


MODEL DETAILS

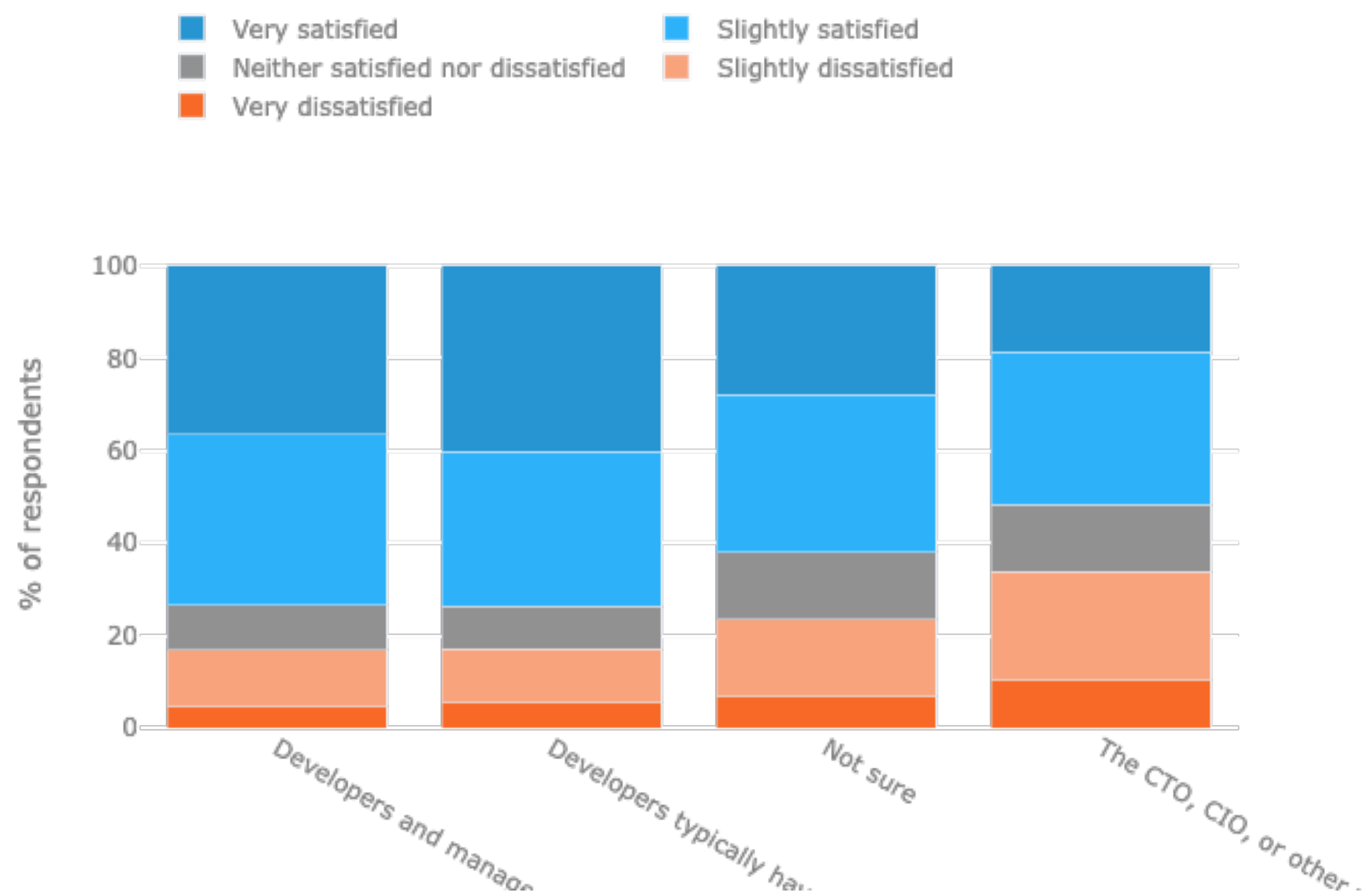
- ▶ Model: random forest
- ▶ AUC - ROC : 0.75
- ▶ Determines the answers most impactful to marking an employee as dissatisfied



Are you the "IT support person" for your family?



How does your company make decisions about purchasing new technology (cloud, AI, IoT, databases)?"



How confident are you that your manager knows what they're doing?



MOST TELLING QUESTIONS

1. How confident are you that your manager knows what they're doing?
2. Do you feel you have support from management?
3. Is your work impacted by a toxic work environment?
4. How does your company make decisions about purchasing new technology (cloud, AI, IoT, databases)?
5. What level of influence do you, personally, have over new technology purchases at your organization?





THANK YOU

Questions?



How frequently would you say you visit Stack Overflow?

