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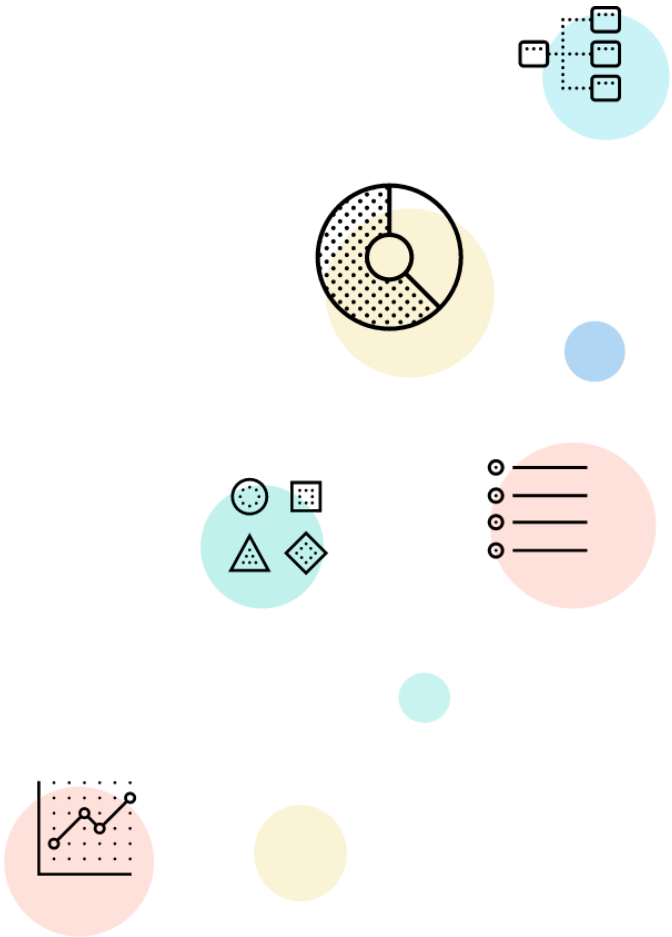
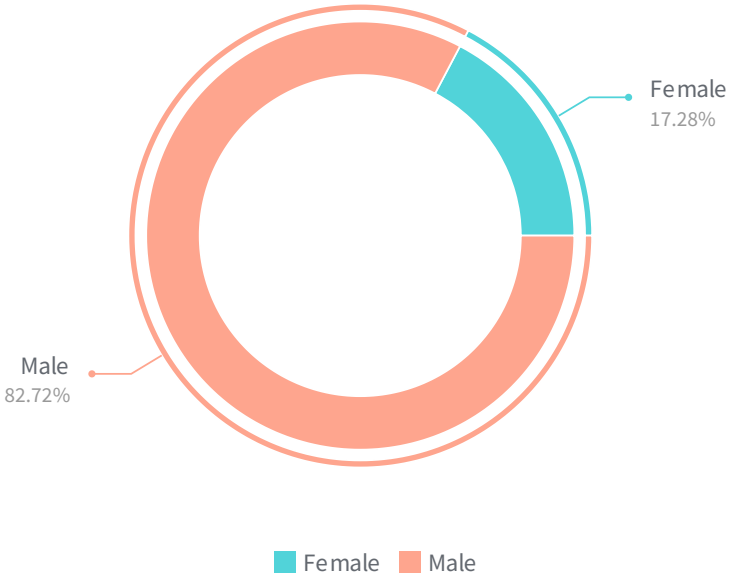


QUESTION 01 | MULTIPLE CHOICE

Gender

Answered: **81** Skipped: **0**



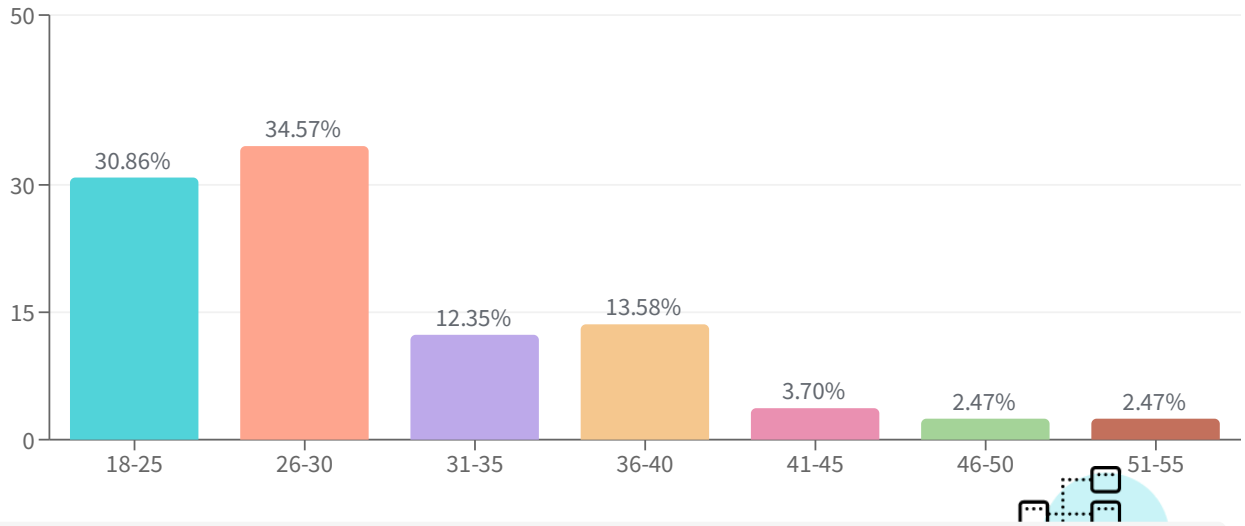
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
Female	14	17.28%
Male	67	82.72%

DEMOGRAPHIC

QUESTION 02 | MULTIPLE CHOICE

Age

Answered: **81** Skipped: **0**



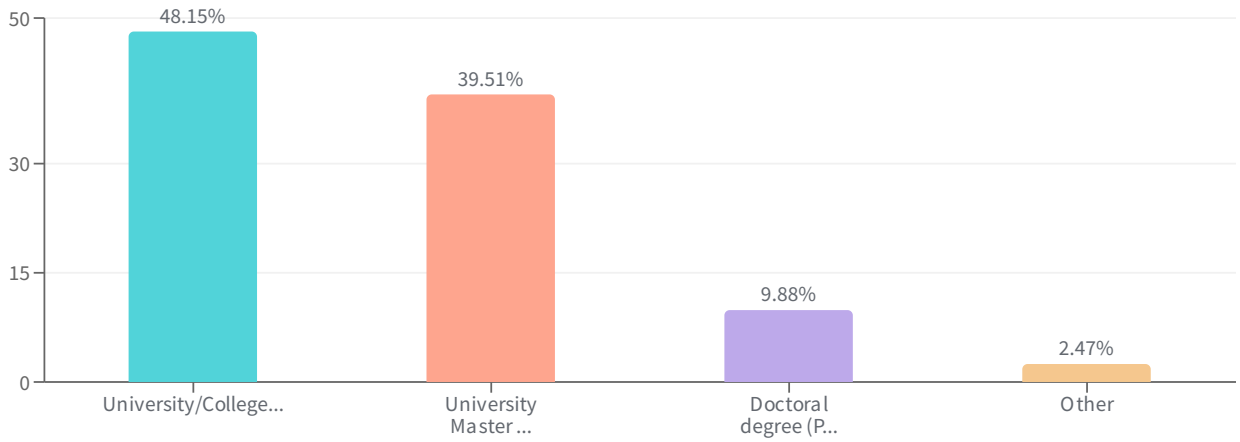
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
18-25	25	30.86%
26-30	28	34.57%
31-35	10	12.35%
36-40	11	13.58%
41-45	3	3.70%
46-50	2	2.47%
51-55	2	2.47%

DEMOGRAPHIC

QUESTION 03 | MULTIPLE CHOICE

Studies

Answered: **81** Skipped: **0**



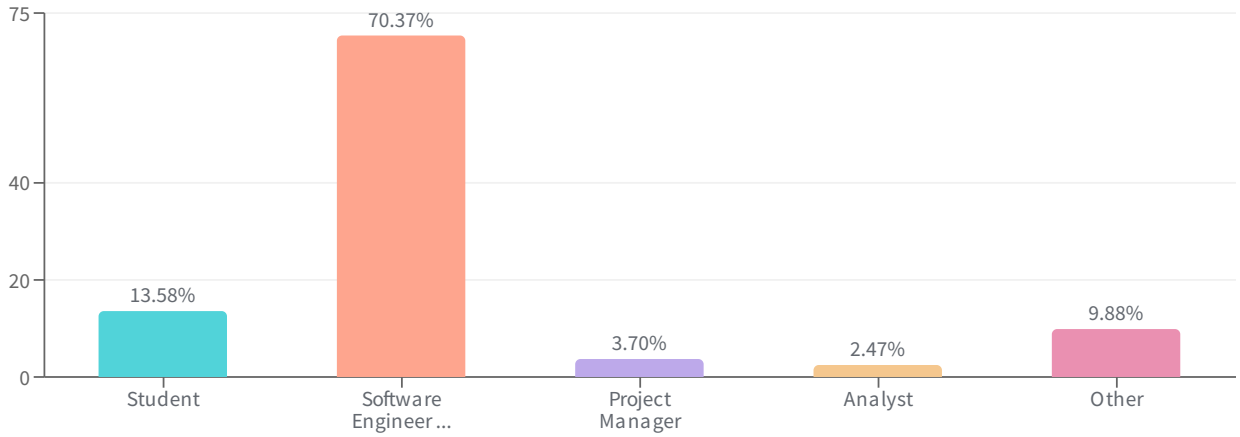
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
University/College Bachelor degree	39	48.15%
University Master degree	32	39.51%
Doctoral degree (PhD)	8	9.88%
Other	2	2.47%

DEMOGRAPHIC

QUESTION 04 | MULTIPLE CHOICE

Job Role

Answered: **81** Skipped: **0**



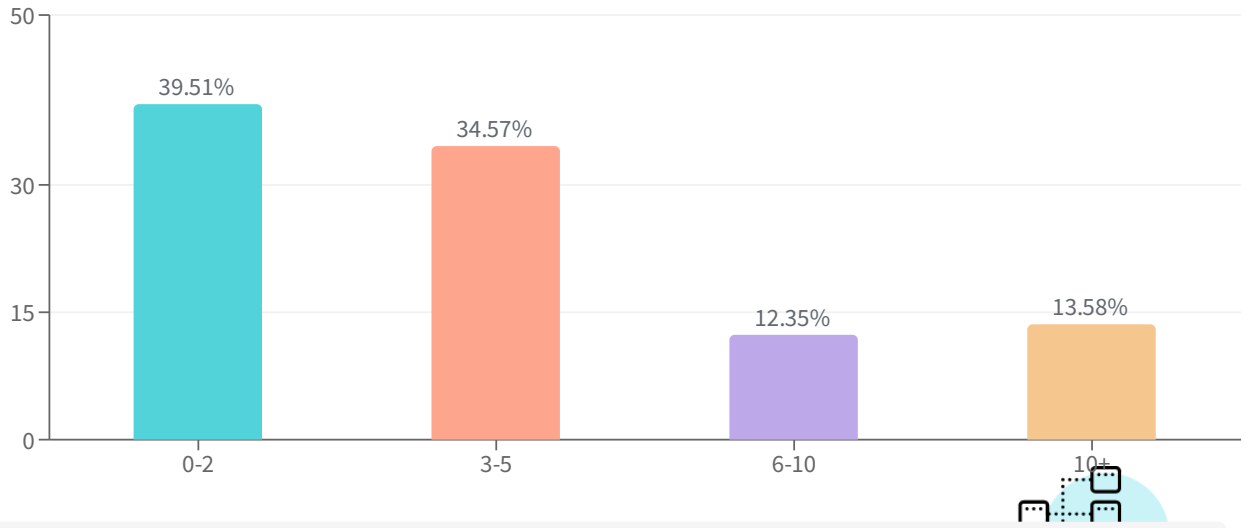
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
Student	11	13.58%
Software Engineer / Developer	57	70.37%
Project Manager	3	3.70%
Analyst	2	2.47%
Other	8	9.88%

DEMOGRAPHIC

QUESTION 05 | MULTIPLE CHOICE

Years of Working Experience

Answered: **81** Skipped: **0**



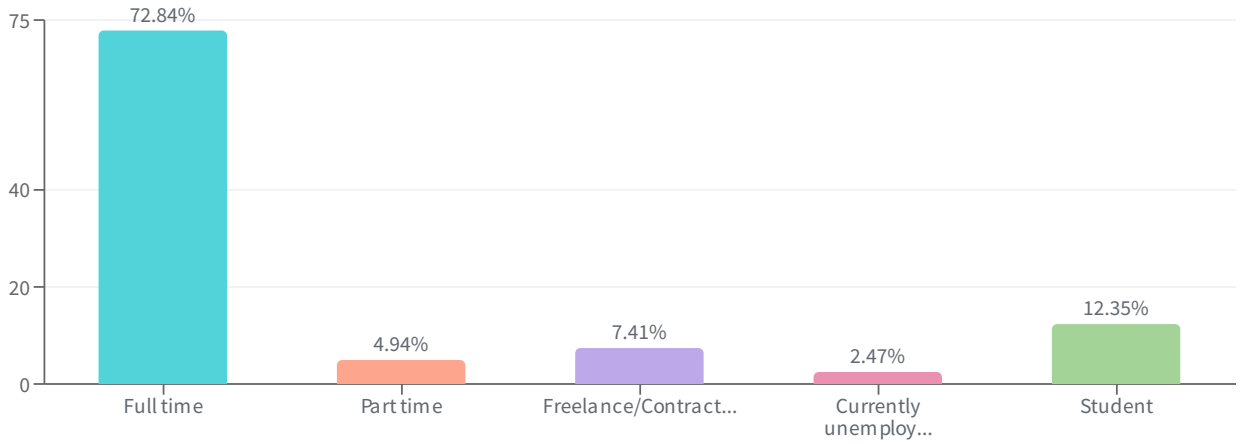
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
0-2	32	39.51%
3-5	28	34.57%
6-10	10	12.35%
10+	11	13.58%

DEMOGRAPHIC

QUESTION 06 | MULTIPLE CHOICE

Employment Status

Answered: **81** Skipped: **0**



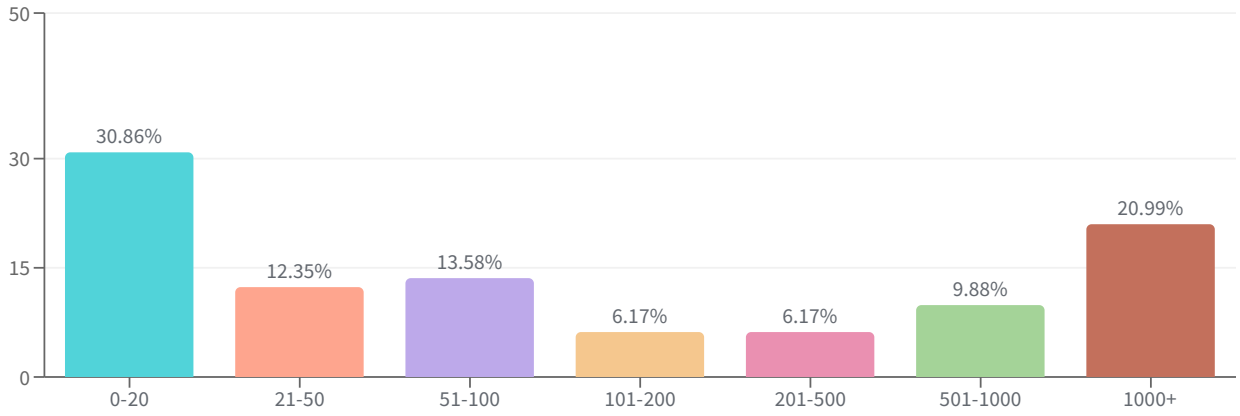
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
Full time	59	72.84%
Part time	4	4.94%
Freelance/Contractor	6	7.41%
Currently unemployed	2	2.47%
Student	10	12.35%

DEMOGRAPHIC

QUESTION 07 | MULTIPLE CHOICE

Number of Employees at your company

Answered: **81** Skipped: **0**

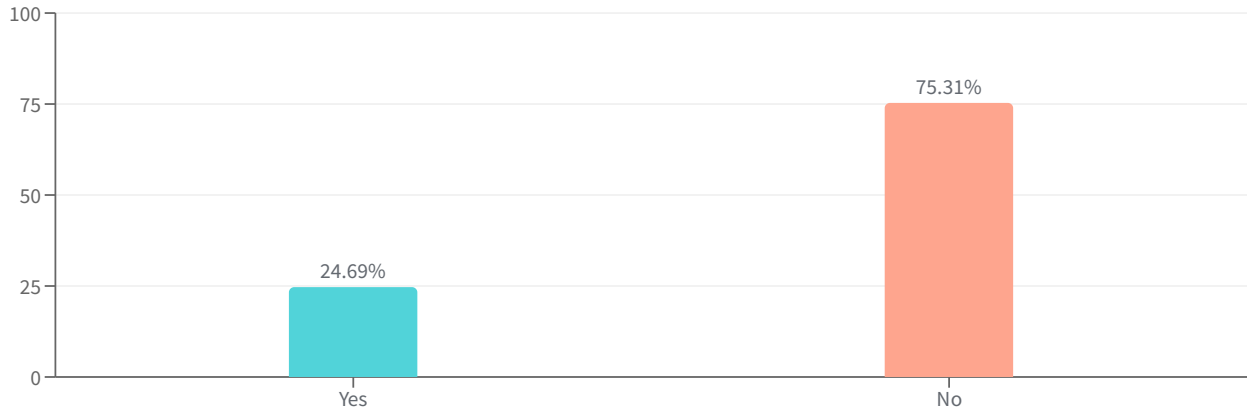


ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
0-20	25	30.86%
21-50	10	12.35%
51-100	11	13.58%
101-200	5	6.17%
201-500	5	6.17%
501-1000	8	9.88%
1000+	17	20.99%

QUESTION 08 | YES OR NO

Is your Project an Open Source project?

Answered: **81** Skipped: **0**

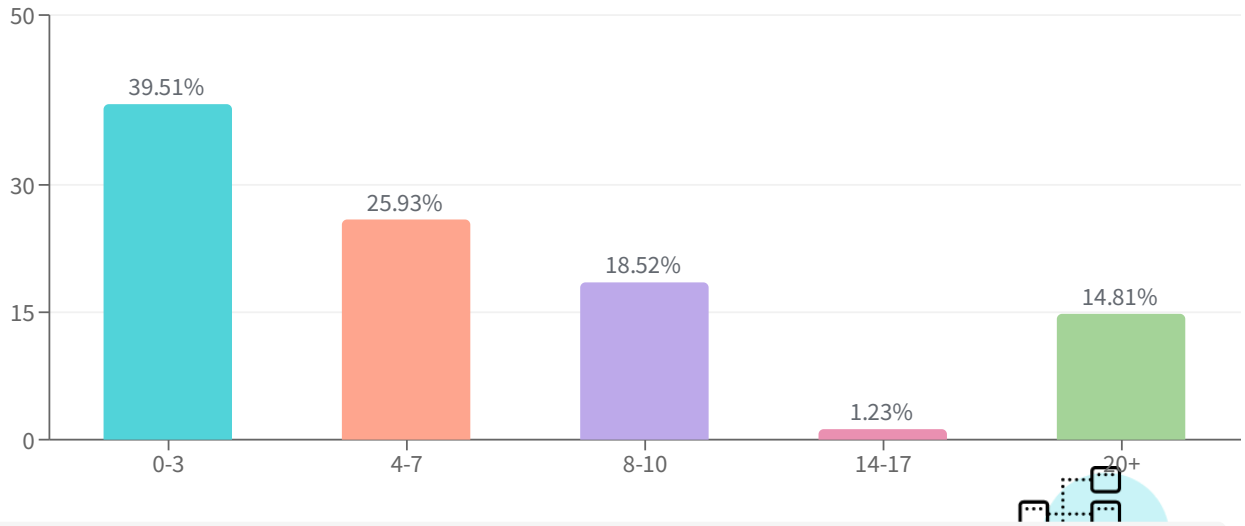


ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
Yes	20	24.69%
No	61	75.31%

QUESTION 09 | MULTIPLE CHOICE

Number of Project members

Answered: **81** Skipped: **0**



ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
0-3	32	39.51%
4-7	21	25.93%
8-10	15	18.52%
14-17	1	1.23%
20+	12	14.81%

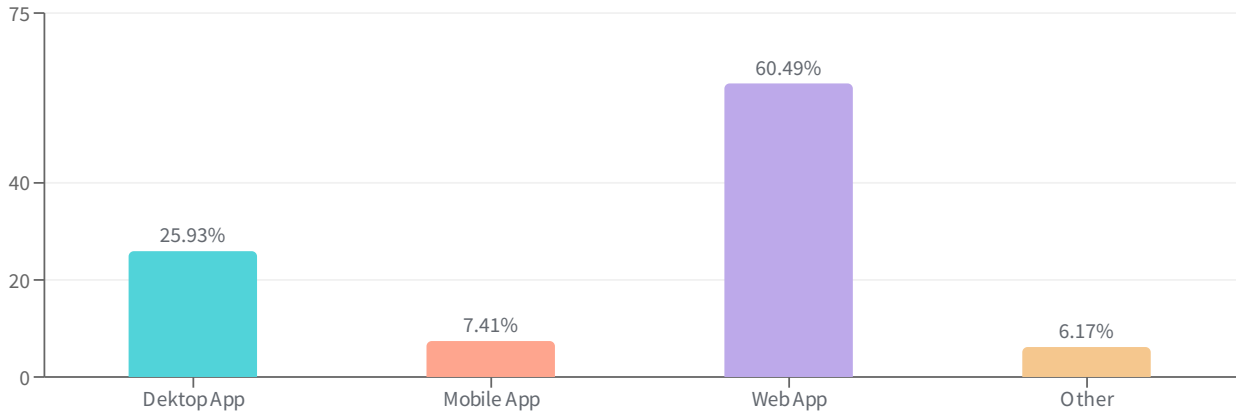
PROJECT INFO

QUESTION 10 | MULTIPLE CHOICE

The main target Platform of the Project

In case it targets more than one platform, please specify the one which is mainly focused

Answered: **81** Skipped: **0**



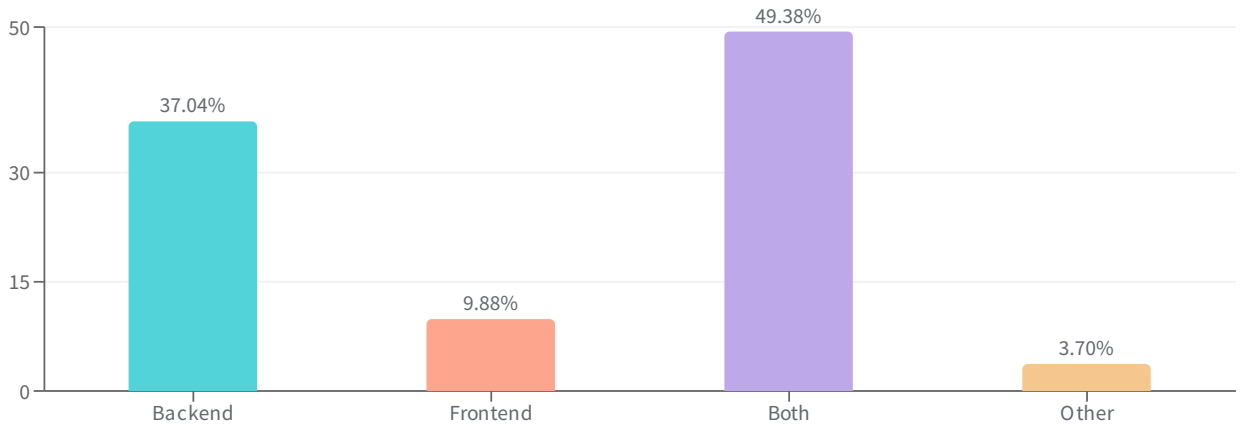
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
Dektop App	21	25.93%
Mobile App	6	7.41%
Web App	49	60.49%
Other	5	6.17%

PROJECT INFO

QUESTION 11 | MULTIPLE CHOICE

Your main area/focus on the Project

Answered: **81** Skipped: **0**



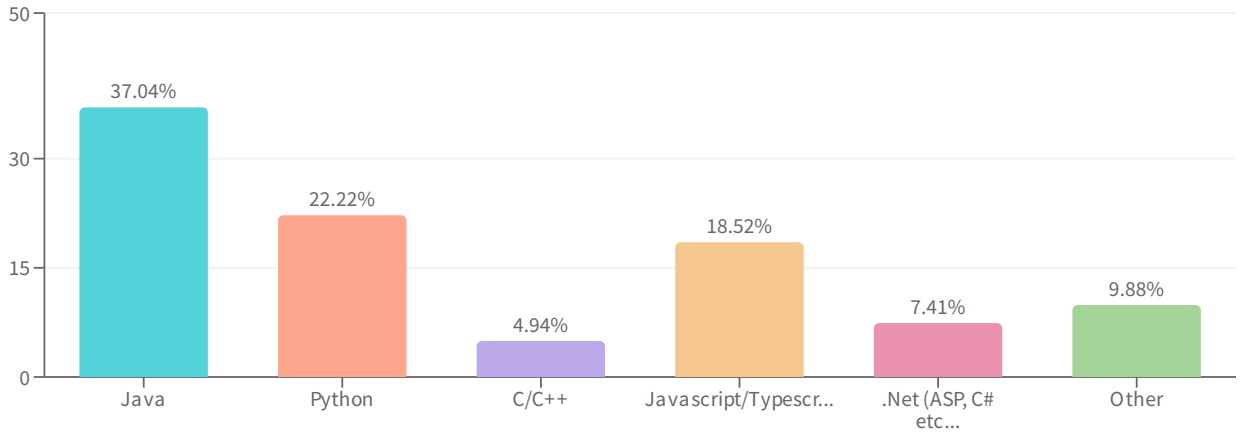
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
Backend	30	37.04%
Frontend	8	9.88%
Both	40	49.38%
Other	3	3.70%

QUESTION 12 | MULTIPLE CHOICE

Project's main language

Select the language on your focused area (e.g. Backend)

Answered: **81** Skipped: **0**



ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
Java	30	37.04%
Python	18	22.22%
C/C++	4	4.94%
Javascript/Typescript (including any Framework i.e. Vue, React, Angular etc)	15	18.52%
.Net (ASP, C# etc)	6	7.41%
Other	8	9.88%

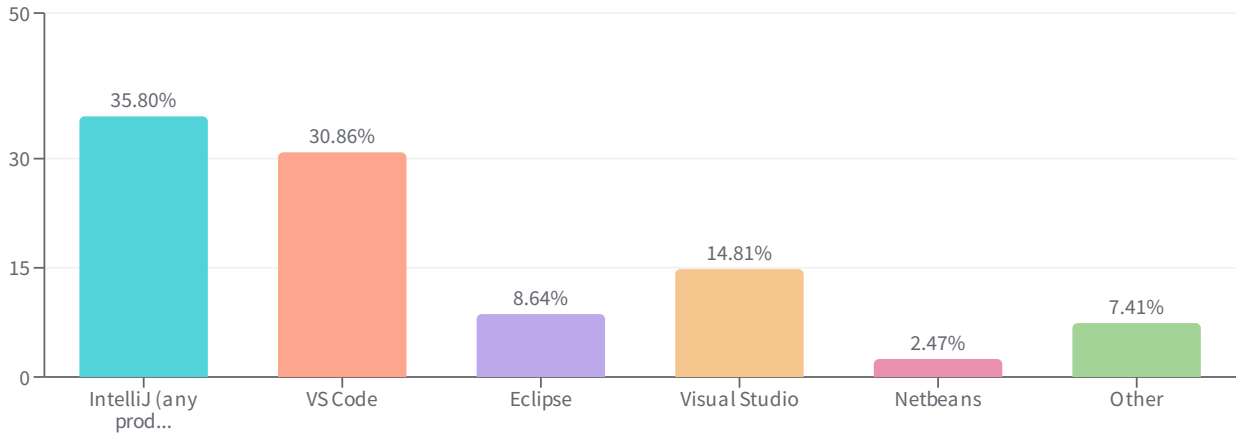
PROJECT INFO

QUESTION 13 | MULTIPLE CHOICE

Main code editor you are using for the Project

Select the editor you are using on your focused area (e.g. Backend)

Answered: **81** Skipped: **0**



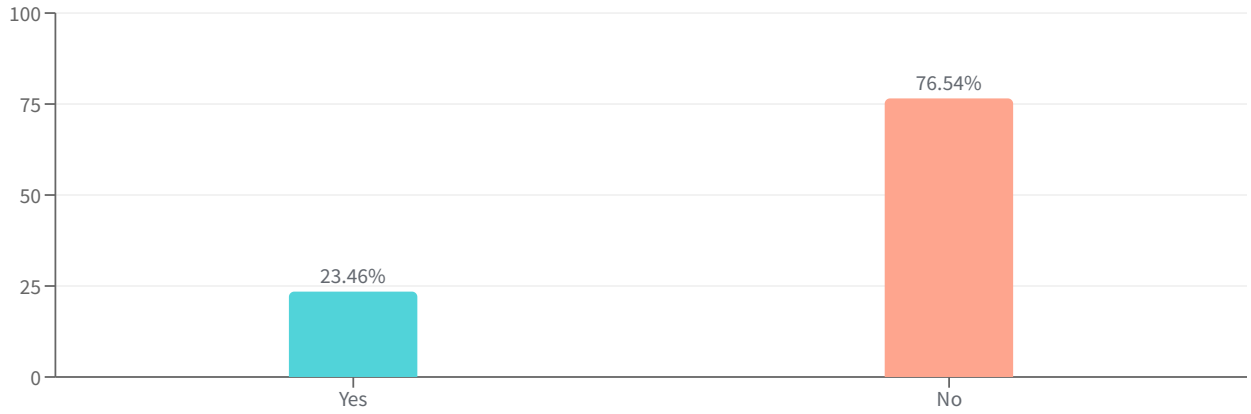
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
IntelliJ (any product)	29	35.80%
VS Code	25	30.86%
Eclipse	7	8.64%
Visual Studio	12	14.81%
Netbeans	2	2.47%
Other	6	7.41%

PROJECT INFO

QUESTION 14 | YES OR NO

Are there any UML diagrams for the Project?

Answered: **81** Skipped: **0**



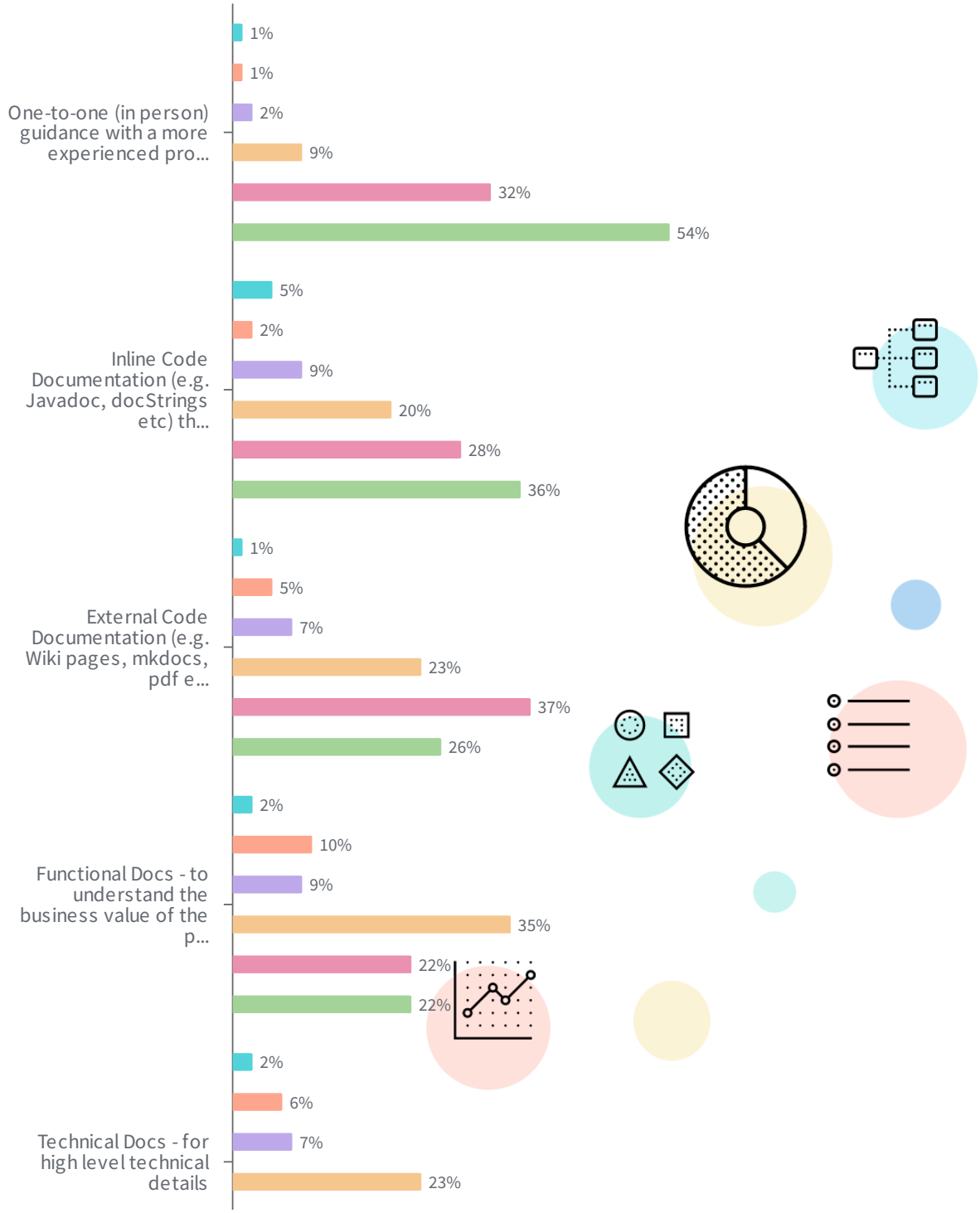
ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
Yes	19	23.46%
No	62	76.54%

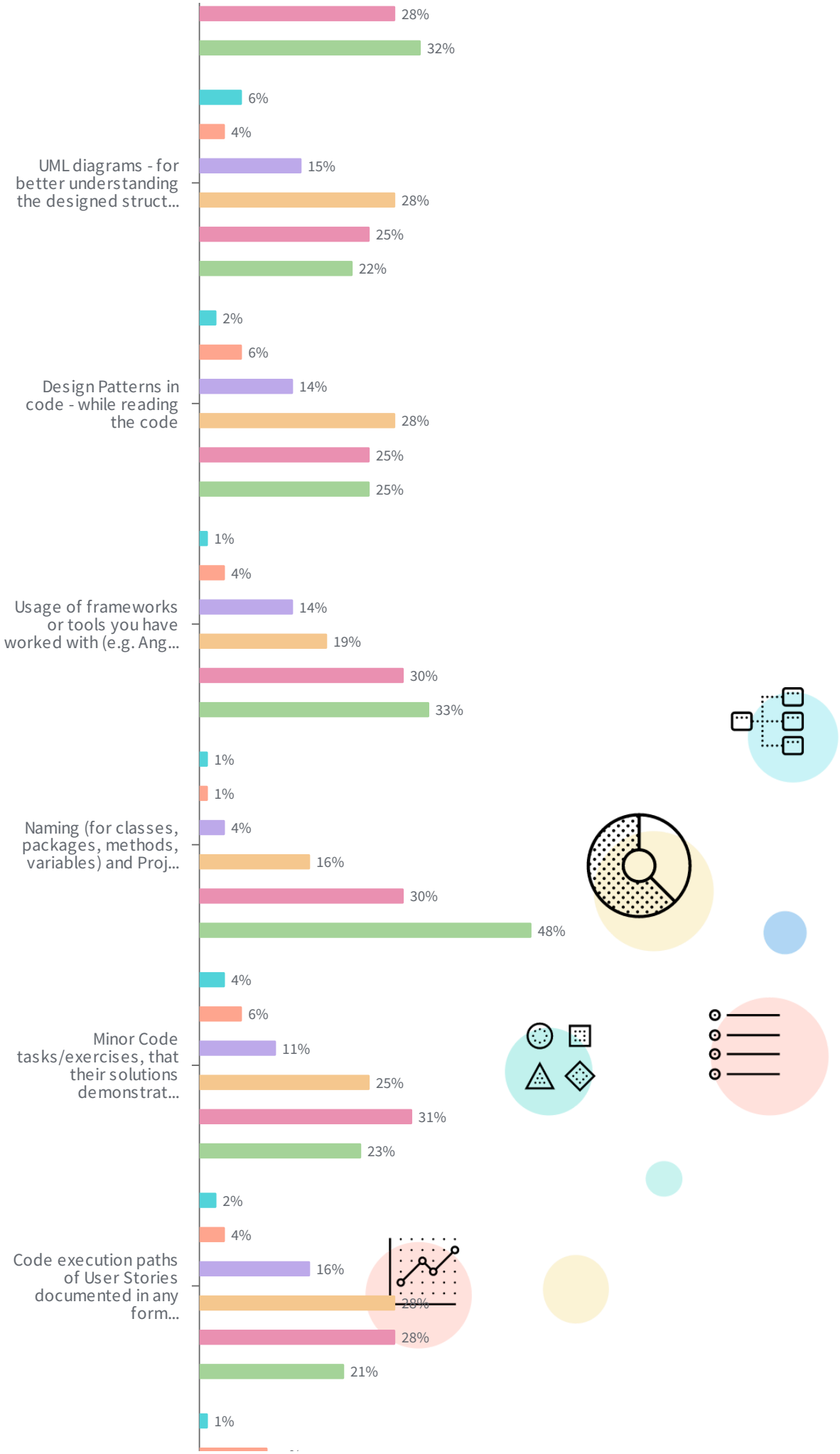
QUESTION 15 | MATRIX

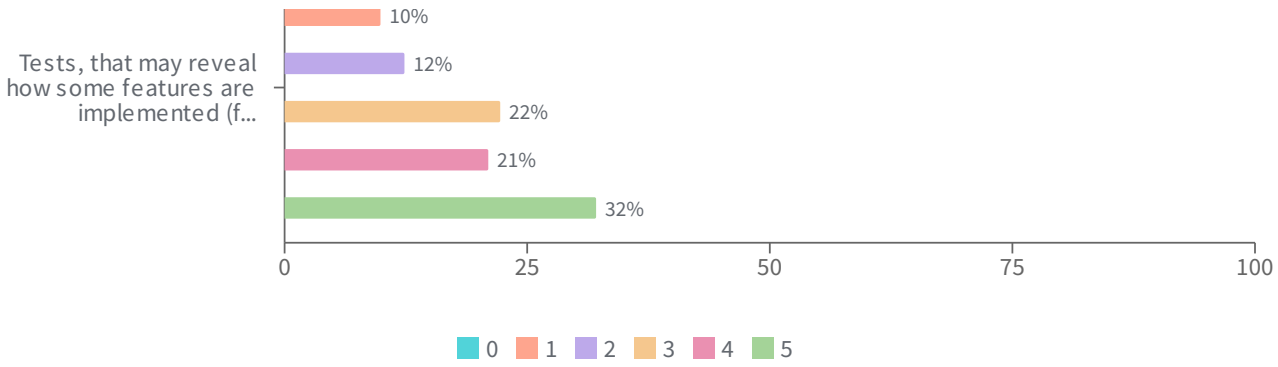
How much, each of the following, could assist you, on understanding a Code project, considering that you have just joined the project?

0=Not at all, 5=Very much

Answered: **81** Skipped: **0**





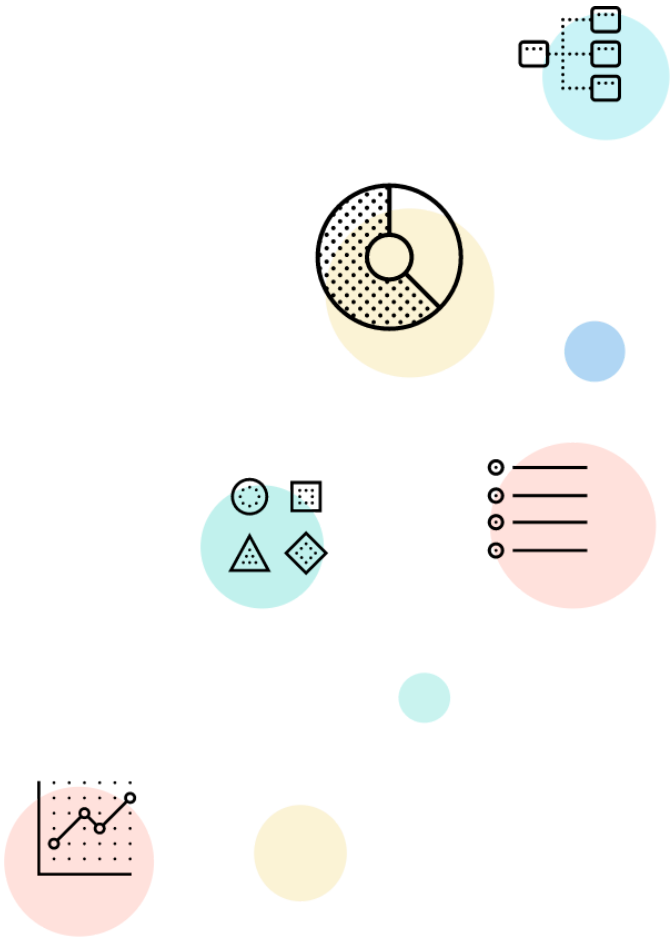


	0	1	2
One-to-one (in person) guidance with a more experienced project member, to go through the code	1 (1.23%)	1 (1.23%)	2 (2.47%)
Inline Code Documentation (e.g. Javadoc, docStrings etc) that may help you - while reading the code	4 (4.94%)	2 (2.47%)	7 (8.64%)
External Code Documentation (e.g. Wiki pages, mkdocs, pdf etc) - to have it as a reference before or during code reading	1 (1.23%)	4 (4.94%)	6 (7.41%)
Functional Docs - to understand the business value of the project	2 (2.47%)	8 (9.88%)	7 (8.64%)
Technical Docs - for high level technical details	2 (2.47%)	5 (6.17%)	6 (7.41%)
UML diagrams - for better understanding the designed structure	5 (6.17%)	3 (3.70%)	12 (14.81%)
Design Patterns in code - while reading the code	2 (2.47%)	5 (6.17%)	11 (13.58%)
Usage of frameworks or tools you have worked with (e.g. Angular, Vue, React, Spring, Maven, Gradle, Ant etc)	1 (1.23%)	3 (3.70%)	11 (13.58%)

	0	1	2
Naming (for classes, packages, methods, variables) and Project Structure (packaging/components schema) - while reading the code	1 (1.23%)	1 (1.23%)	3 (3.70%)
Minor Code tasks/exercises, that their solutions demonstrate various parts of the code	3 (3.70%)	5 (6.17%)	9 (11.11%)
Code execution paths of User Stories documented in any form (could be a set of code bookmarks, breakpoinst etc) - to follow the code flow of typical use case scenarios	2 (2.47%)	3 (3.70%)	13 (16.05%)
Tests, that may reveal how some features are implemented (feature tests)	1 (1.23%)	8 (9.88%)	10 (12.35%)
Total	**25 (2.57%)**	**48 (4.94%)**	**97 (9.98%)**

	3	4	5
One-to-one (in person) guidance with a more experienced project member, to go through the code	7 (8.64%)	26 (32.10%)	44 (54.32%)
Inline Code Documentation (e.g. Javadoc, docStrings etc) that may help you - while reading the code	16 (19.75%)	23 (28.40%)	29 (35.80%)
External Code Documentation (e.g. Wiki pages, mkdocs, pdf etc) - to have it as a reference before or during code reading	19 (23.46%)	30 (37.04%)	21 (25.93%)

	3	4	5
Functional Docs - to understand the business value of the project	28 (34.57%)	18 (22.22%)	18 (22.22%)
Technical Docs - for high level technical details	19 (23.46%)	23 (28.40%)	26 (32.10%)
UML diagrams - for better understanding the designed structure	23 (28.40%)	20 (24.69%)	18 (22.22%)
Design Patterns in code - while reading the code	23 (28.40%)	20 (24.69%)	20 (24.69%)
Usage of frameworks or tools you have worked with (e.g. Angular, Vue, React, Spring, Maven, Gradle, Ant etc)	15 (18.52%)	24 (29.63%)	27 (33.33%)
Naming (for classes, packages, methods, variables) and Project Structure (packaging/components schema) - while reading the code	13 (16.05%)	24 (29.63%)	39 (48.15%)
Minor Code tasks/exercises, that their solutions demonstrate various parts of the code	20 (24.69%)	25 (30.86%)	19 (23.46%)
Code execution paths of User Stories documented in any form (could be a set of code bookmarks, breakpoinst etc) - to follow the code flow of typical use case scenarios	23 (28.40%)	23 (28.40%)	17 (20.99%)
Tests, that may reveal how some features are implemented (feature tests)	18 (22.22%)	17 (20.99%)	26 (32.10%)
Total	**224 (23.05%)**	**273 (28.09%)**	**304 (31.28%)**

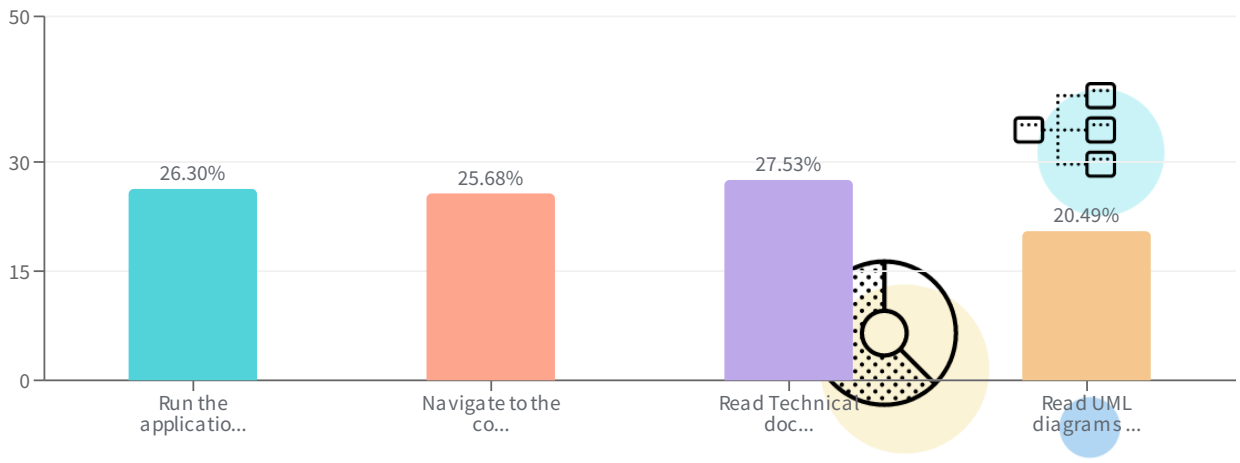


QUESTION 16 | RANK ORDER

Consider that you came up with a cool feature on an Open Source project, and you want to contribute on it, to implement it. However, you don't have anyone to provide you information directly, and you have limited time, so you need to do your contribution without spending too much time. Which of the following actions, would you prefer doing, in order to get the "quick win"?

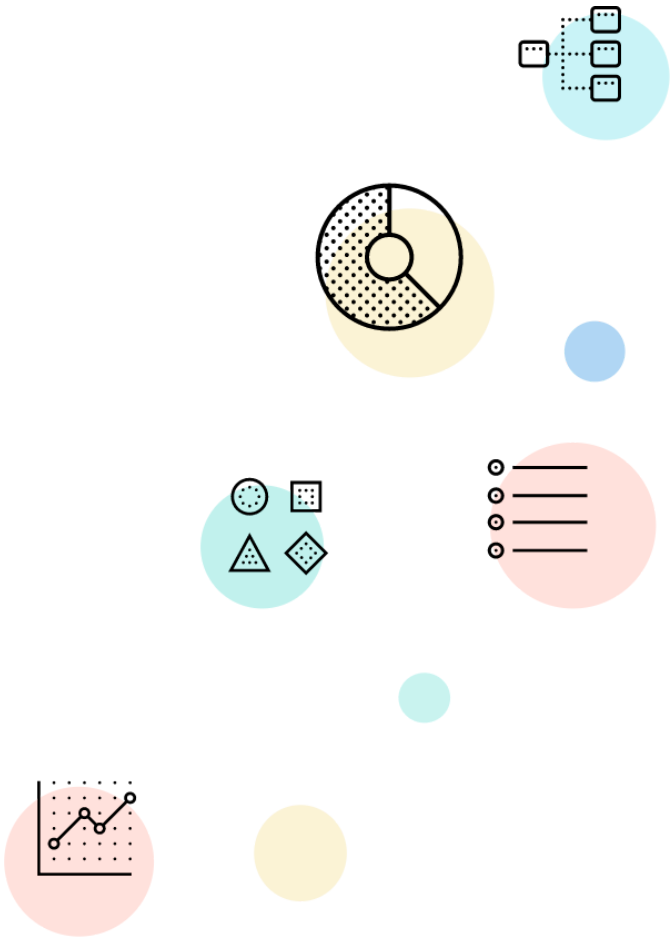
Read all the options and re-order them to provide your preference

Answered: **81** Skipped: **0**



ANSWER CHOICES	AVERAGE	RESPONSE PERCENTAGE
Run the application and try to spot similar features (probably with debugger enabled), in order to understand how the work, and start your implementation based on them	53.25	26.30%
Navigate to the code, starting from a fixed entry point (e.g. a breakpoint) and trying to find out the logic, by following method calls, definitions etc	52.00	25.68%
Read Technical docs - to find the assets you need for your implementation	55.75	27.53%

ANSWER CHOICES	AVERAGE	RESPONSE PERCENTAGE
Read UML diagrams - to check where your feature could be added	41.50	20.49%

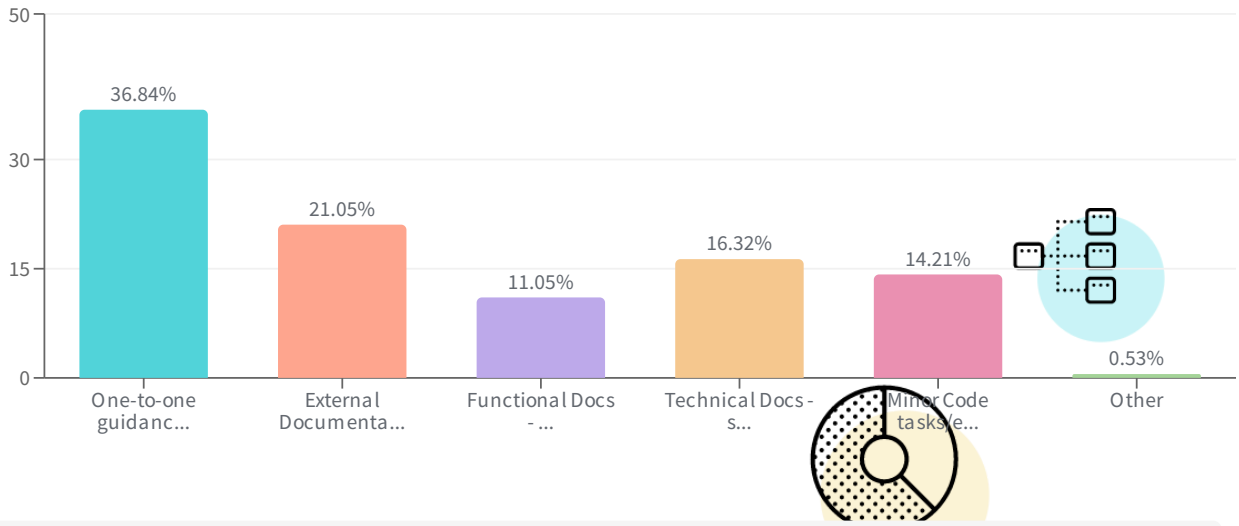


QUESTION 17 | MULTIPLE CHOICE

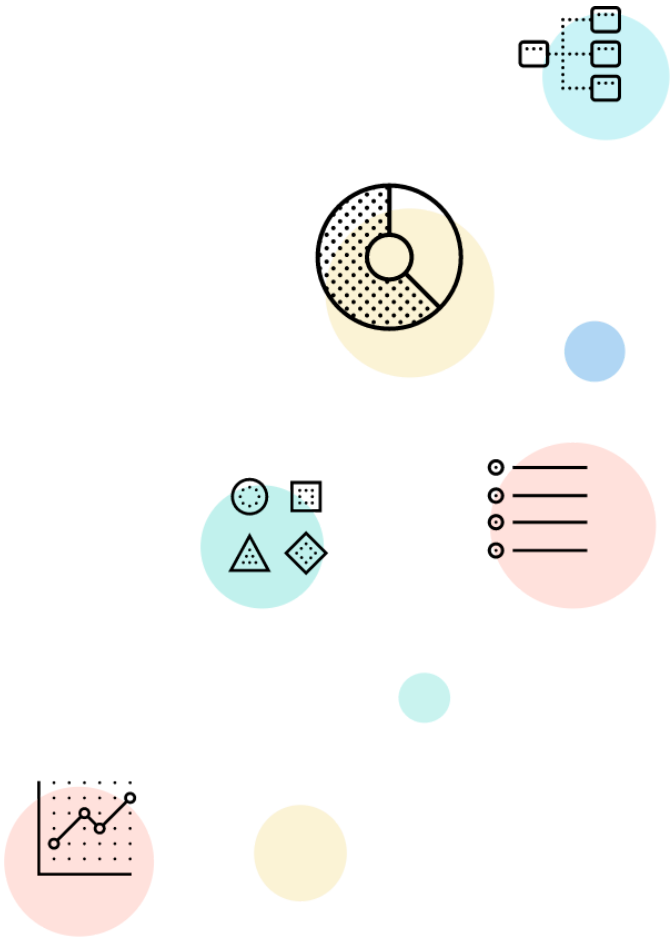
Consider that you are responsible for the 1st week of training of a new member on your Project (the project you selected before). Which of the following, would you provide to your colleague, for that early stage? Please select only those that are available to your Company and your selected Project.

Note: Typically, you would provide him all of the following, but keep in mind the time constraint here

Answered: **81** Skipped: **0**



ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
One-to-one guidance (including App and Code demonstration)	70	36.84%
External Documentation (Wiki pages, mkdocs, pdf, ppt) - self paced	40	21.05%
Functional Docs - self paced	21	11.05%
Technical Docs - self paced	31	16.32%
Minor Code tasks/exercises - self paced	27	14.21%
Other	1	0.53%

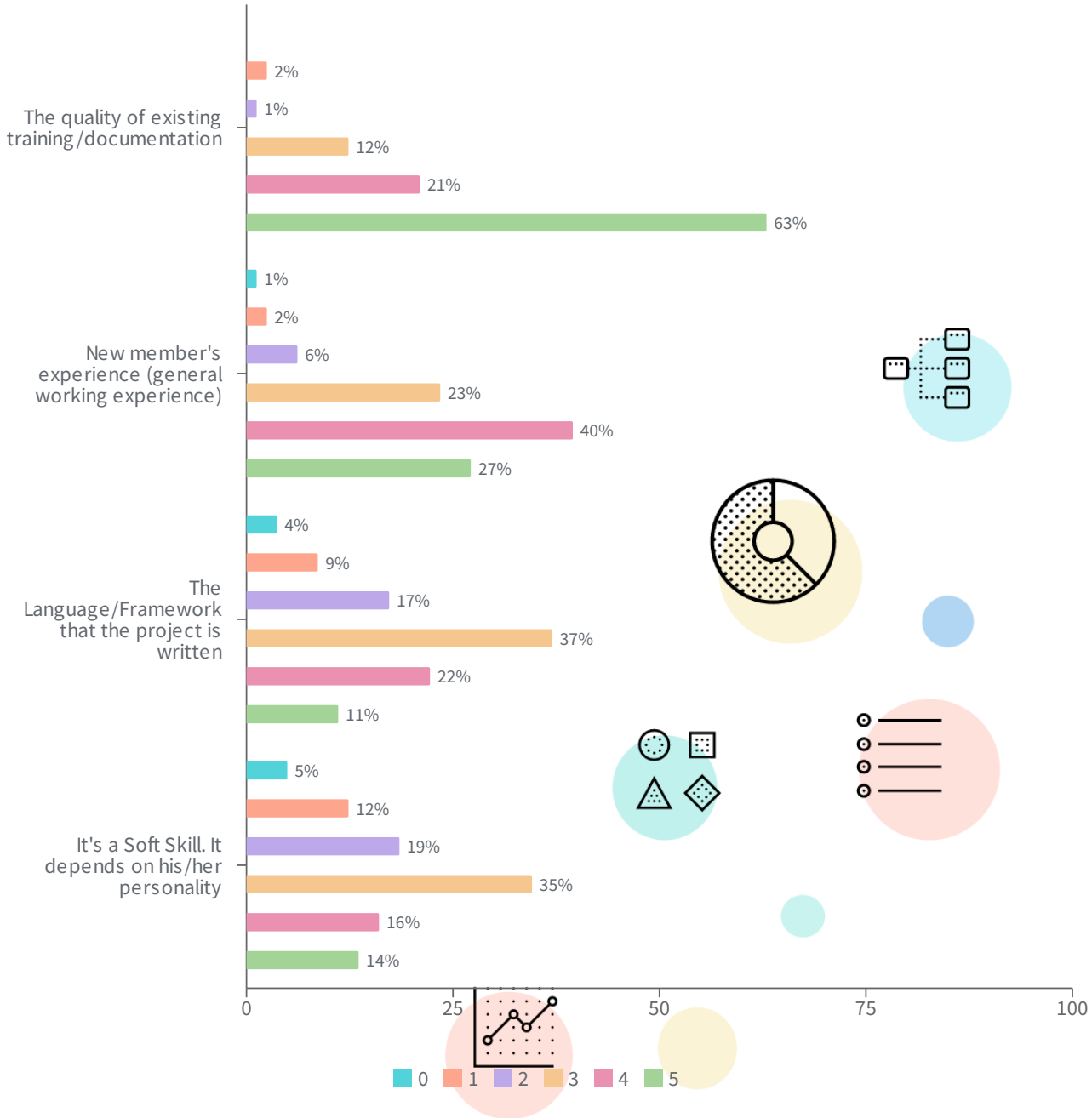


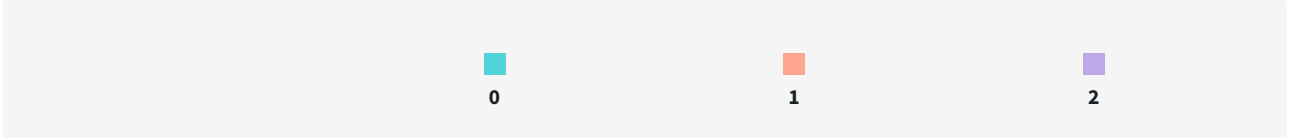
QUESTION 18 | MATRIX

Rate the degree of each of the following factors, that in your opinion, may affect the time that a new project member needs, in order to be productive.

0=Not at all, 5=Very much

Answered: **81** Skipped: **0**





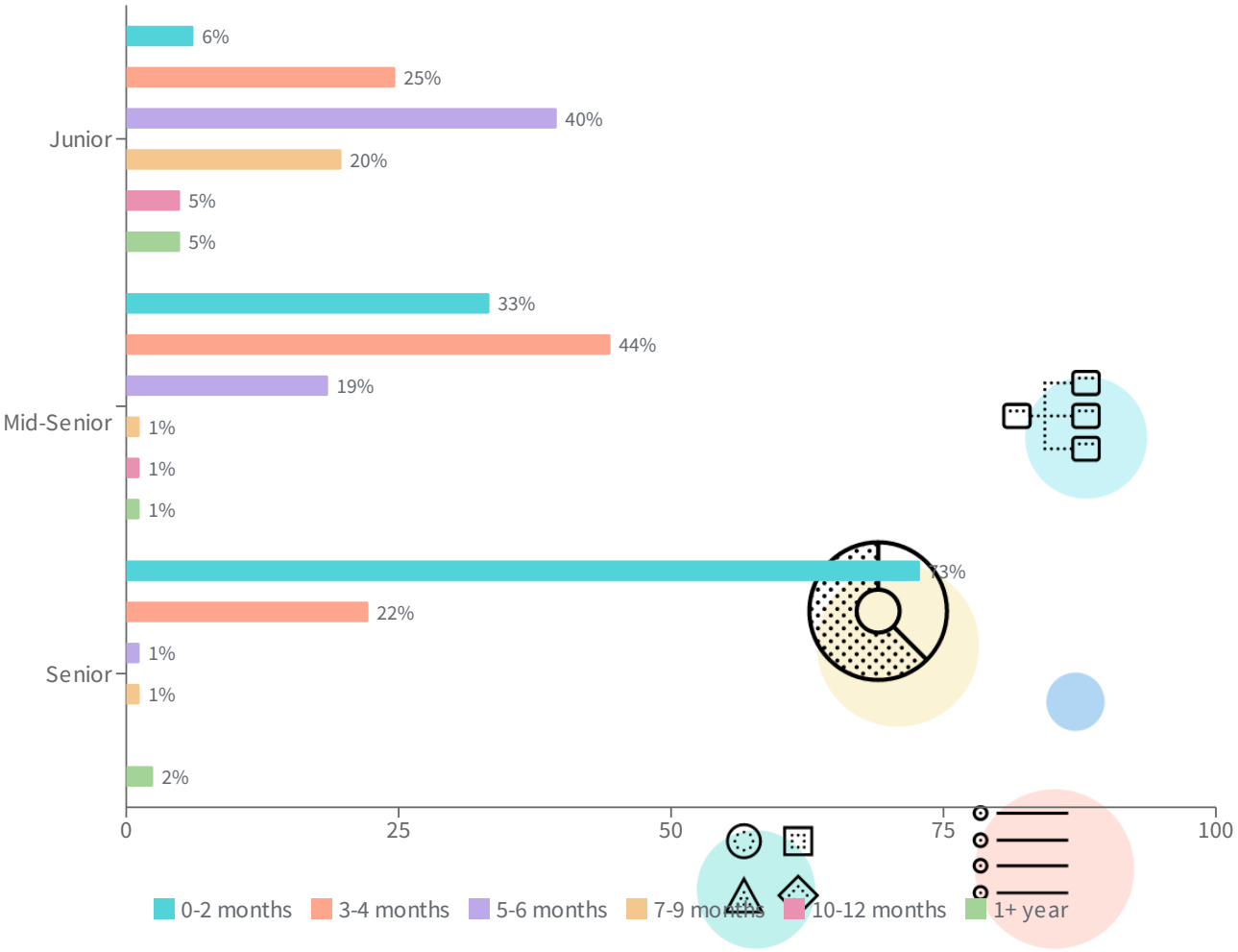
	0	1	2
The quality of existing training/documentation	0 (0.00%)	2 (2.47%)	1 (1.23%)
New member's experience (general working experience)	1 (1.23%)	2 (2.47%)	5 (6.17%)
The Language/Framework that the project is written	3 (3.70%)	7 (8.64%)	14 (17.28%)
It's a Soft Skill. It depends on his/her personality	4 (4.94%)	10 (12.35%)	15 (18.52%)
Total	**8 (2.47%)**	**21 (6.48%)**	**35 (10.80%)**

	3	4	5
The quality of existing training/documentation	10 (12.35%)	17 (20.99%)	51 (62.96%)
New member's experience (general working experience)	19 (23.46%)	32 (39.51%)	22 (27.16%)
The Language/Framework that the project is written	30 (37.04%)	18 (22.22%)	9 (11.11%)
It's a Soft Skill. It depends on his/her personality	28 (34.57%)	13 (16.05%)	11 (13.58%)
Total	**87 (26.85%)**	**80 (24.69%)**	**93 (28.70%)**

QUESTION 19 | MATRIX

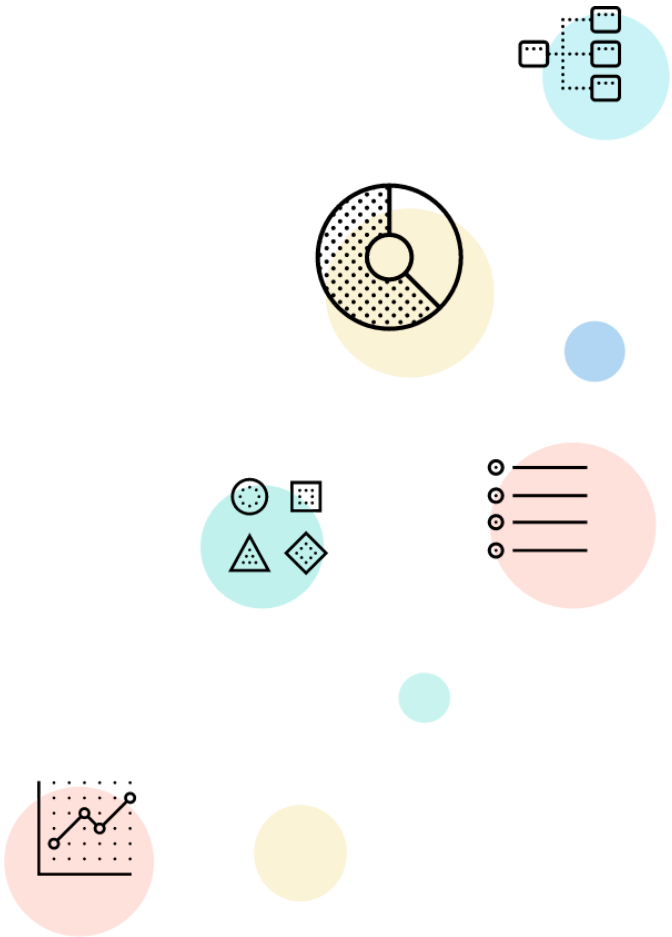
What is your expectation, regarding the period that a new project member would need, in order to become productive, based on his/her level?

Answered: **81** Skipped: **0**



	0-2 MONTHS	3-4 MONTHS	5-6 MONTHS
Junior	5 (6.17%)	20 (24.69%)	32 (39.51%)
Mid-Senior	27 (33.33%)	36 (44.44%)	15 (18.52%)
Senior	59 (72.84%)	18 (22.22%)	1 (1.23%)
Total	**91 (37.45%)**	**74 (30.45%)**	**48 (19.75%)**

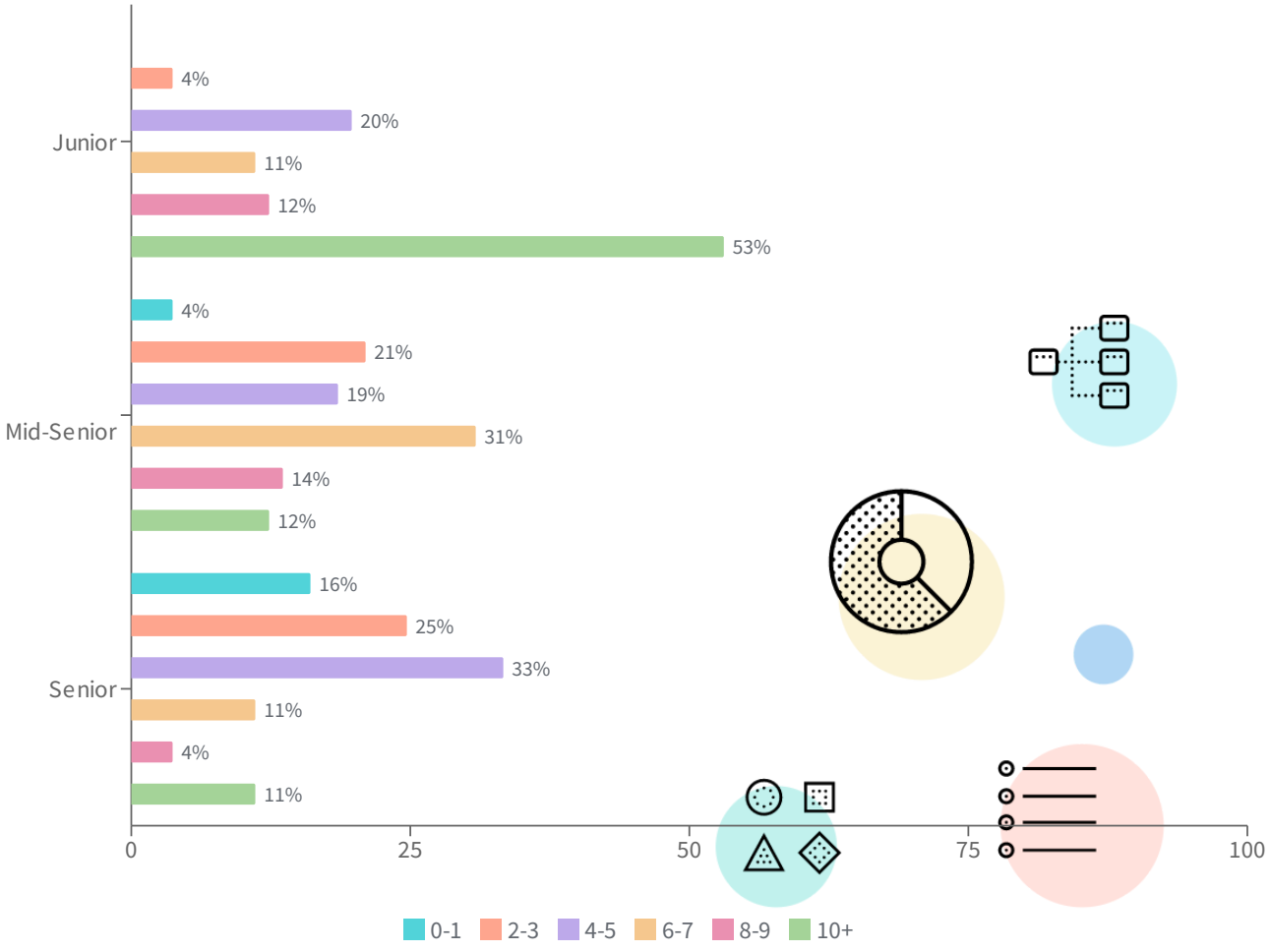
	7-9 MONTHS	10-12 MONTHS	1+ YEAR
Junior	16 (19.75%)	4 (4.94%)	4 (4.94%)
Mid-Senior	1 (1.23%)	1 (1.23%)	1 (1.23%)
Senior	1 (1.23%)	0 (0.00%)	2 (2.47%)
Total	**18 (7.41%)**	**5 (2.06%)**	**7 (2.88%)**



QUESTION 20 | MATRIX

How many man-days in total, do you believe, you and your team would spend, to train a new project member, based on his/her level? (Consider only the time spend on training sessions and their preparation)

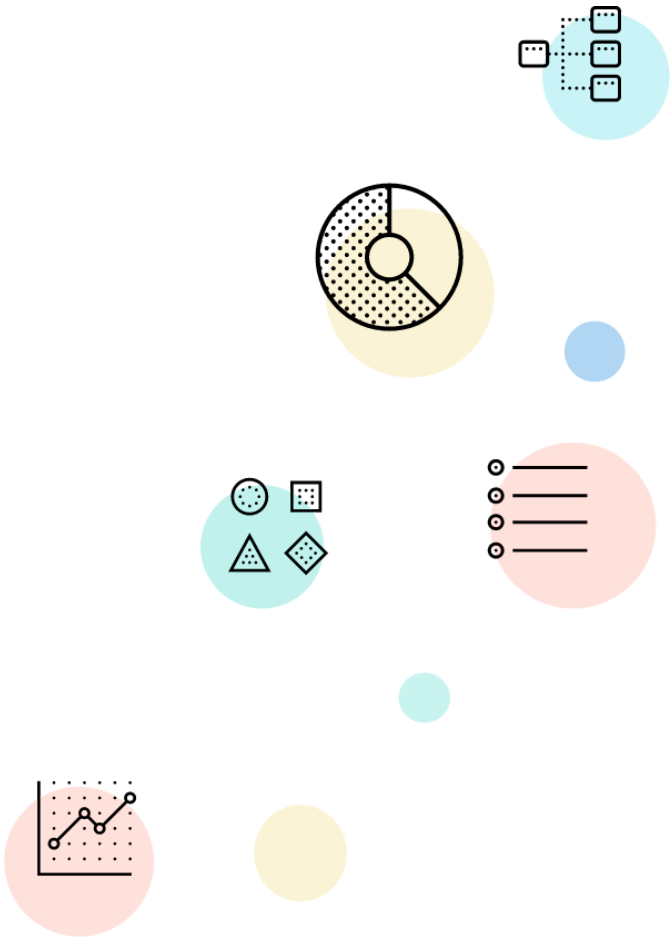
Answered: **81** Skipped: **0**



	0-1	2-3	4-5
Junior	0 (0.00%)	3 (3.70%)	16 (19.75%)
Mid-Senior	3 (3.70%)	17 (20.99%)	15 (18.52%)
Senior	13 (16.05%)	20 (24.69%)	27 (33.33%)

	0-1	2-3	4-5
Total	**16 (6.58%)**	**40 (16.46%)**	**58 (23.87%)**

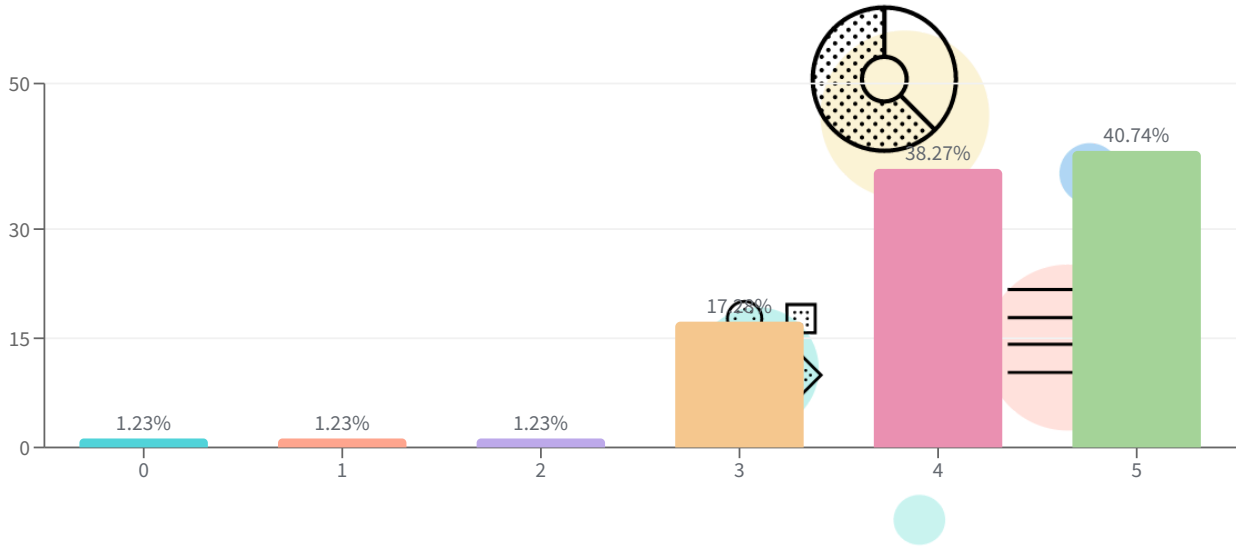
	6-7	8-9	10+
Junior	9 (11.11%)	10 (12.35%)	43 (53.09%)
Mid-Senior	25 (30.86%)	11 (13.58%)	10 (12.35%)
Senior	9 (11.11%)	3 (3.70%)	9 (11.11%)
Total	**43 (17.70%)**	**24 (9.88%)**	**62 (25.51%)**



QUESTION 21 | OPINION SCALE

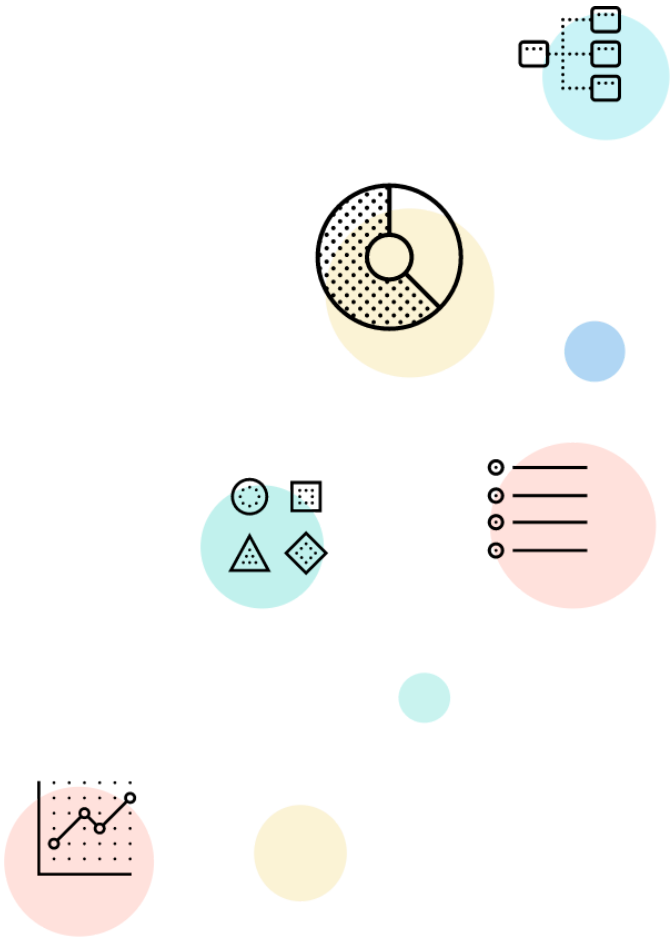
Rate how much would the following tool, may assist on a Project joining process (based on your opinion): A tool that will stand as a Virtual guide for a new member able to navigate him throughout the code, demonstrating important code parts or features, based on the instructions (configuration) that an experienced project member would provide. Think of it, like a tutorial-wizard that would present the code with extra info, comments, images and maybe voice as well. The instructions would be as simple as adding a new breakpoint, and would be able to auto-adjust, so that on code changes, the instructions (steps) remain valid. Instructions would also be under version control, for maintainability.

Answered: **81** Skipped: **0**



ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
0	1	1.23%
1	1	1.23%

ANSWER CHOICES	RESPONSES	RESPONSE PERCENTAGE
2	1	1.23%
3	14	17.28%
4	31	38.27%
5	33	40.74%



Thank You !

We really appreciate your time and feedback.