INTERVIEW SCRIPT

The main questions are in bold.

Background Identification

1) **How long you work at SINFO?**
2) **How long you are software manager at SINFO?**
3) **Do you worked as software manager in other company? If so, how long?**

How is the evaluation of software developers contribution?

4) Who are your best developers?
5) **Why <developer's name> is one of your best developers?**
6) What does an excellent software developer? Could you give me an example of your team?
7) How do you measure how good a software developer is?
8) **Could you give me an example of how you assess the performance of your developers? How do you measure how well they go?**
9) What kinds of things do you monitor? How are you sure that your developers going well?
10) What techniques or processes do you use to assess the individual contribution of your software developers?
11) What tools or data are used to monitor the individual software contribution of your developers?
12) **Are there problems with your approach? If so, what problems?**
13) **Do you use metrics to evaluate your developers?**
14) Do you use information or metrics provided by issue tracking systems or VCS to monitor the contribution of your software developers? If so, what information or metrics?
15) The SINFO has a financial bonus policy that is based on individual performance? If so, how it works?
16) **What situations a developer may receive a smaller bonus? What cases does he receive a bigger bonus?**
17) **How do you calculate the bonus? What tools do you use to do it?**

How the developers contribution evaluation could be improved?

18) **How would you like to measure the performance of your software developers?**
19) What kinds of data, tools or techniques you would like to have to measure the contribution of your developers?
20) **What metrics do you believe that could be useful to assess the individual contribution of your software developers?**

How useful are the metrics to assess the developers contribution?

The following questions were asked by each metric.

21) **Does this metric make sense to you?**
22) **What this metrics means to you?**
23) **What kind of threats do you see of using this metric to evaluate the contribution of your developers?**
24) **What developers have had the expected performance for this metric? Why?**
25) **What developers didn't have the expected performance for this metric? Why?**
26) Your team has developers responsible for bug fixing? If so, they have higher values for bug fixing metric compared with other developers?

Overall analysis of metrics usefulness and suitability

27) **The metrics help you to understand what happened during the week?**
28) **What are the benefits of using these metrics to evaluate the contribution of your software developers?**
29) **What are the limitations of using these metrics to evaluate the contribution of your software developers? Do you believe that the metrics may be adjusted to better support you?**
30) **Do you would like to use these metrics to support you to evaluate the contribution of your developers?**