

Category	Social and technical factors that may be important to developers [references in brackets]	
Management	<ul style="list-style-type: none"> - Manager [Beecham et al. 2008, Sharp et al. 2009] - Appreciation shown for work [Beecham et al. 2008, Sharp et al. 2009] - Work feedback [Beecham et al. 2008] 	<ul style="list-style-type: none"> - Autonomy [Beecham et al. 2008] - Clear priorities - Well-defined goals [Beecham et al. 2008]
Organization	<ul style="list-style-type: none"> - Organization culture 	<ul style="list-style-type: none"> - Vision
Team	<ul style="list-style-type: none"> - Collaborative team - Team culture [Beecham et al. 2008] 	<ul style="list-style-type: none"> - Skilled co-workers [Graziotin et al. 2017]
Personal productivity	<ul style="list-style-type: none"> - Technical mastery - Important member of one's team 	<ul style="list-style-type: none"> - Ability to achieve goals [Sharp et al. 2009] - Perceived productivity [Graziotin et al. 2017]
Work type/impact	<ul style="list-style-type: none"> - Type of work [Meyer et al. 2014] - Impactful work [Beecham et al. 2008] - Work complexity [Shaw & Gupta 2004] - Job requires a lot of skill [Shaw & Gupta 2004] 	<ul style="list-style-type: none"> - Can complete tasks [Shaw & Gupta 2004] - Skills are well used - Time it takes to learn job [Shaw & Gupta 2004]
Engineering systems and processes	<ul style="list-style-type: none"> - Engineering tools [Wagner & Ruhe 2008, Wagner & Ruhe 2018] - Collaboration tools 	<ul style="list-style-type: none"> - Engineering processes [Beecham et al. 2008] - Hardware [Beecham et al. 2008]
Training/documentation	<ul style="list-style-type: none"> - Training for engineering tools [Beecham et al. 2008] - Training for engineering technologies [Beecham et al. 2008] - Training for soft skills [Beecham et al. 2008] 	<ul style="list-style-type: none"> - Availability of documentation [Wagner & Ruhe 2008, Wagner & Ruhe 2018] - Learning skills useful for the future
Working environment	<ul style="list-style-type: none"> - Physical working environment [Beecham et al. 2008] - Proximity to team 	<ul style="list-style-type: none"> - Private working space - Private office
Work life/work experience	<ul style="list-style-type: none"> - Work life balance [Beecham et al. 2008] - Stress [Beecham et al. 2008, Judge et al. 2001] - Time to complete tasks 	
Rewards, benefits, career	<ul style="list-style-type: none"> - Salary [Beecham et al. 2008] - Benefits [Beecham et al. 2008] - Rewards 	<ul style="list-style-type: none"> - Promotions [Beecham et al. 2008] - Lateral move opportunities - Job security [Beecham et al. 2008]

Table of factors we considered in our study, and their origin.

Factors in plain text were found in the literature (indicative references in brackets), and factors in **red** came from the on-site visit in the case company.

Factors in **bold** came from responses to open-ended questions in the Spring survey.

Factors in **green** were added from Shaw & Gupta's [30] paper on work complexity.