

# Software Development Satisfaction and Productivity Survey - 2017

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## Working Environment and Work Practices

### 1) What best describes your primary work area?

- Development
- Program Management
- Data Science
- Research
- Other - Write In: \_\_\_\_\_

### 2) How many people, approximately, do you coordinate your work with on a regular basis?

- No one (I don't need to coordinate my work)
- 2 people
- 3-5 people
- 6-14 people
- 15-29 people
- 30 or more people

### 3) Do you have any people reporting to you?

- Yes
- No

### 4) How many people are in the space/office you are currently working in?

- 1 person (just me)
- 2 people
- 3-5 people
- 6-14 people
- 15 or more people

**5) Do you work remotely?**

- Never
- I rarely work remotely
- Part-time remote
- Full-time remote
- Other - Write In: \_\_\_\_\_

**6) How frequently do you check-in or commit code?**

- More than three times a day
- Two or three times a day
- Once a day
- A few times a week
- A few times a month
- I very rarely check-in or commit code
- Checking in or committing code is not a part of my job

**7) How frequently do you review code authored by others?**

- More than three times a day
- Two or three times a day
- Once a day
- A few times a week
- A few times a month
- I very rarely review code



to work on things that I think matter						
I am satisfied with how my <b>work priorities</b> are defined	( )	( )	( )	( )	( )	( )
I am satisfied with my <b>organization culture</b>	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>vision</b> set for my work	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>skills and abilities of my team members</b>	( )	( )	( )	( )	( )	( )
I am satisfied with my <b>team culture</b>	( )	( )	( )	( )	( )	( )
I am satisfied with how <b>collaborative</b> my team is	( )	( )	( )	( )	( )	( )
I am satisfied with my <b>productivity</b> at work	( )	( )	( )	( )	( )	( )
I am satisfied with my ability to <b>achieve the goals</b> I set for my work	( )	( )	( )	( )	( )	( )

I am satisfied with <b>my technical skills</b>	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>type of work</b> that I do	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>impact</b> my work has	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>engineering processes</b> I use for my work	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>engineering tools</b> I need to use for my work	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>hardware</b> I use for my work	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>collaboration tools</b> I use to support my work	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>salary</b> I receive	( )	( )	( )	( )	( )	( )
I am satisfied	( )	( )	( )	( )	( )	( )

with the <b>benefits</b> I receive						
I am satisfied that the work I do is <b>fairly rewarded</b>	( )	( )	( )	( )	( )	( )
I am satisfied with my <b>physical working environment</b>	( )	( )	( )	( )	( )	( )
I am satisfied with my ability to work privately, with little to <b>no interruptions</b>	( )	( )	( )	( )	( )	( )
I am satisfied with my <b>proximity to my team</b>	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>number of people</b> in my office or workspace	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>amount of time</b> I have to complete my work	( )	( )	( )	( )	( )	( )
I am satisfied with my <b>work-life balance</b>	( )	( )	( )	( )	( )	( )

I am satisfied with the opportunities I have to <b>improve my non-technical skills</b>	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>training I receive for the engineering tools</b> I need to use	( )	( )	( )	( )	( )	( )
I am satisfied with the <b>training I receive for the technologies</b> I need to use	( )	( )	( )	( )	( )	( )
I am satisfied with the availability of <b>documentation and technical information</b> needed to support my work	( )	( )	( )	( )	( )	( )
I am satisfied with opportunities I have to <b>switch teams</b>	( )	( )	( )	( )	( )	( )
I am satisfied with <b>opportunities for promotion</b>	( )	( )	( )	( )	( )	( )





shown for my work						
Freedom to choose what I work on	( )	( )	( )	( )	( )	( )
Having work priorities clearly defined	( )	( )	( )	( )	( )	( )
Having a positive organization work culture	( )	( )	( )	( )	( )	( )
Believing strongly in the vision set for my work	( )	( )	( )	( )	( )	( )
Working within a team that is capable and skilled	( )	( )	( )	( )	( )	( )
Working within a team with a positive work culture	( )	( )	( )	( )	( )	( )
Working within a collaborative team	( )	( )	( )	( )	( )	( )
Being productive at work	( )	( )	( )	( )	( )	( )
Achieving the goals I set for my work	( )	( )	( )	( )	( )	( )

Feeling competent with my technical skills	( )	( )	( )	( )	( )	( )
The type of work I do	( )	( )	( )	( )	( )	( )
Having impact at work	( )	( )	( )	( )	( )	( )
Interesting work	( )	( )	( )	( )	( )	( )
Being an important member on my team	( )	( )	( )	( )	( )	( )
Being able to effectively use my skills at work	( )	( )	( )	( )	( )	( )
Using good engineering processes	( )	( )	( )	( )	( )	( )
Using good engineering tools	( )	( )	( )	( )	( )	( )
Fast and reliable hardware	( )	( )	( )	( )	( )	( )
Using good collaboration tools	( )	( )	( )	( )	( )	( )
My salary	( )	( )	( )	( )	( )	( )
My benefits	( )	( )	( )	( )	( )	( )

Being rewarded fairly for the work I do	( )	( )	( )	( )	( )	( )
My physical working environment	( )	( )	( )	( )	( )	( )
Ability to work privately, with no interruptions	( )	( )	( )	( )	( )	( )
Proximity to my team	( )	( )	( )	( )	( )	( )
Having a private office	( )	( )	( )	( )	( )	( )
Having enough time to do my work	( )	( )	( )	( )	( )	( )
Not feeling too stressed at work.	( )	( )	( )	( )	( )	( )
Work life balance	( )	( )	( )	( )	( )	( )
Training to improve my non-technical skills	( )	( )	( )	( )	( )	( )
Training for the engineering tools I need to use	( )	( )	( )	( )	( )	( )
Training for	( )	( )	( )	( )	( )	( )

the technologies I need to use						
Availability of clear documentation and technical information to support my work	( )	( )	( )	( )	( )	( )
Having opportunities to move to new teams	( )	( )	( )	( )	( )	( )
Having opportunities for promotion	( )	( )	( )	( )	( )	( )
Job security	( )	( )	( )	( )	( )	( )
Learning skills useful for a future job	( )	( )	( )	( )	( )	( )

**12) Are there any other factors that are important to you at work?**

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**13) Please rate your agreement with each of the following statements: \***

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neither disagree nor agree</b>	<b>Agree</b>	<b>Strongly agree</b>	<i>Not applicable</i>
I feel I am an <b>important member</b> on my team	( )	( )	( )	( )	( )	( )
I feel <b>not overly stressed</b> at work	( )	( )	( )	( )	( )	( )
I feel that my <b>skills are effectively utilized</b> at work	( )	( )	( )	( )	( )	( )
I feel that <b>goals are clearly defined</b> for my work	( )	( )	( )	( )	( )	( )
I feel that the <b>skills I'm learning will be useful</b> in a future job	( )	( )	( )	( )	( )	( )
My job requires a lot of <b>skill</b>	( )	( )	( )	( )	( )	( )
My job is	( )	( )	( )	( )	( )	( )

such that it takes a long time to <b>learn</b> the skills required to do my job well						
My job is very <b>complex</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am able to <b>complete my tasks</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**14) Please rate your ideal job in terms of complexity.**

0 \_\_\_\_\_ [  ] \_\_\_\_\_ 100

[  ] Prefer not to answer

**15) How excited do you feel about your work?**

Very Bored

Bored

Neutral

Excited

Very Excited

**16) How much do each of the following challenges impact you? \***

	<b>Not at all</b>	<b>Very little</b>	<b>Somewhat</b>	<b>To a great extent</b>	<i>Not applicable</i>
My manager	( )	( )	( )	( )	( )
Poorly defined goals	( )	( )	( )	( )	( )
Lack of team/organization vision	( )	( )	( )	( )	( )
Poorly qualified co-workers	( )	( )	( )	( )	( )
Poor team culture	( )	( )	( )	( )	( )
Lack of personal technical skills	( )	( )	( )	( )	( )
Poor software development processes	( )	( )	( )	( )	( )
Poor engineering tools	( )	( )	( )	( )	( )
Poor hardware resources	( )	( )	( )	( )	( )
Poor collaboration tools	( )	( )	( )	( )	( )
Interacting with people	( )	( )	( )	( )	( )
Too many emails	( )	( )	( )	( )	( )
Too many	( )	( )	( )	( )	( )

meetings					
Too many interruptions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too many communication channels (email, instant messaging, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of quiet space to do work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding enough time to complete my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insufficient training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding information or documentation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legacy code	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The development language, platform or stack	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changing product requirements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor software architecture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too many external dependencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**17) Are there any other challenges that you experience at work?**



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**18) We want to get a sense of your typical work week. In the table below, please enter roughly how many hours per week you spend on each of the activities. If there are activities that you think should be included, please list them at the bottom of the table in the row "Enter another option".**

	<b>Hours spent per week</b>
Writing code	_____
Debugging or fixing bugs	_____
Running tests on code	_____
Meetings	_____
Email	_____
Helping/Mentoring	_____
Working on/with specs/requirements	_____
Reviewing code	_____
Documentation	_____
Honing skills/Continuous learning	_____
Administrative tasks	_____
Networking/Maintaining relationships	_____

**[Question 19 has been removed for sanitization purposes]**

**20) What is the most important thing to you about your current job in the company?**

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**21) If you could change one thing about your job, what would it be?**

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## **Demographics**

**22) In what location do you work?**

[list of locations provided, removed as part of sanitization]

**23) What group do you primarily work in?**

[list of groups provided, removed as part of sanitization]

**[Question 24 has been removed for sanitization purposes]**

**25) How many years of IT or programming experience do you have?**

- 1 year or less
- Between 1 and 2 years
- Between 2 and 5 years
- Between 5 and 10 years
- Between 10 and 20 years
- More than 20 years

**[Question 26 has been removed for sanitization purposes]**

**Logic: Show/hide trigger exists.**

**27) How much time per week do you spend programming on non-work development projects?**

- None
- 1-2 hours per week
- 3-5 hours per week
- 6-10 hours per week
- 11-20 hours per week
- 20+ hours per week

**Logic: Hidden unless: #27 Question "How much time per week do you spend programming on non-work development projects?" is one of the following answers ("1-2 hours per week", "3-5 hours per week", "6-10 hours per week", "11-20 hours per week", "20+ hours per week")**

**28) What motivates you to spend your free time on non-work related development projects?**

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**29) If you have any other comments about satisfaction and/or work productivity you'd like to share, please add those here:**

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**Thank You!**

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