Tiltrekk de beste IT-utviklerne gjennom kodeskriving

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Context: IT developers create program code as a *major* job component

Job analysis

~50% of time on coding

Capacity + willingness

Future job performance
2011 survey: 48% work in companies where “new candidates write code during the interview” (n = 1454)
Results from research on programming performance
Developers and teams differ: all *prequalified* companies (A-E) had large differences in performance
Problem: Many (most?) of the predictors used today emphasize the first years of a developer’s career.
Let developers write code (they should like it)
Case study: Patientsky
- NTNU students
  jan + oct 2018
- Real task
- Real tools
- Real evaluation

Patientsky task linked to earlier research on other tasks
Data from three other case studies

Dev rank by customer (1= best)
What will the future bring?
Magne Jørgensen: - Professor@OsloMet - Digitaliseringsrådet (Difi)

De som vet lite vet også lite om hvor de vet

Lav kenniskap og kompetanse burde føre til forstyrrelser i påstander og moderens forventninger til egne prestasjoner. Vi har ikke mange opplevelser av at dette faktum er tilfelle.

Kompetanse: Dгреug Krarger står for å ta for sin kompetanse potensial med en ny mobil og med en ny mobil eller et nytt prosjekt. Bare de mest kompetente blir forvist.
Some personal opinions on where we’re heading

<table>
<thead>
<tr>
<th>Now</th>
<th>Future: 202x</th>
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<tbody>
<tr>
<td>Eval-criteria: Work products</td>
<td>Behaviour</td>
</tr>
<tr>
<td>Def-power: Educational institutions</td>
<td>Global SW industry</td>
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<tr>
<td>Tech solution: Proprietary and hidden</td>
<td>Shared and transparent</td>
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<tr>
<td>Data sharing: One way (the developer)</td>
<td>Two way (dev+company)</td>
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<tr>
<td>Interventions: Group-focused</td>
<td>Individual-focused</td>
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<td>Drivers-seat: Legal / business</td>
<td>Tech</td>
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Each developers' path to enlightenment is unique. Give those who love to write good code a seat at the table.

**tech·ne** | \ˈteknē\  
"Techne" is derived from the ancient Greek word τέχνη, meaning skill, craftsmanship or an art.
Thank you! (gunnar@technebies.com)


