Caret and Stick
Whoami?

• Masters student ICT in Business (Leiden, NL)

• Participant in several FLOSS communities for the last 10 years

• Former professional software developer
What’s being researched?

Process #papers/year

Why?

Intrinsic
- Having fun
- Feeling good

Extrinsic
- Money
- Reputation
Internalized Extrinsic Motivation
Motivation


The Bills have to be Paid
The Bills have to be Paid

Developer

+  
money

=  
more motivated developer

What to pay for?

- Development tasks that transcend existing possibilities
  - long-term involvement
  - heavy involvement
- Development tasks existing community doesn’t want to do
  - boring work
  - bug fixes
- Development tasks requiring skills not available in the community
  - E.g. accounting knowledge for accounting software
- Time-critical work
- Community management
How to Pay?

• Hire people
• Hire for specific jobs
  – E.g. GSoC
• Bounty systems
• Reward systems
Who to pay?

• Existing volunteers
  – Which volunteers get paid?

• Outsiders
  – Employees are ‘newbies’
The Bills have to be Paid

Community
+
money
=
More motivated community?
Volunteers vs. Paid Staff
Accessibility

• License
• Repository access
• Informal code ownership
• Documentation
Transparency

• How are decisions made?
• By whom are decisions made?
• Publicly accessible meetings
• Public discussions
• Meeting times
Volunteer contract

– Work on topics of their own choice
– Work at times of their own choice
– No deadlines
– Social ties based on IRC, mailing list, …
Employee contract

• Assigned work
• Deadlines
• Shared office space (watercooler conversations)
• Social ties based on work time spent together
How to Pay?

• Hire people
  – How do you decide who to hire?
  – How do you motivate the volunteers not hired?
• Hire for specific jobs
  – Not continuity (contractors)
• Bounty systems
  – If work is important enough a bounty will appear
• Reward systems (travel grants etc)
  – Spending money without direct results
Open Source Lab Rats

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