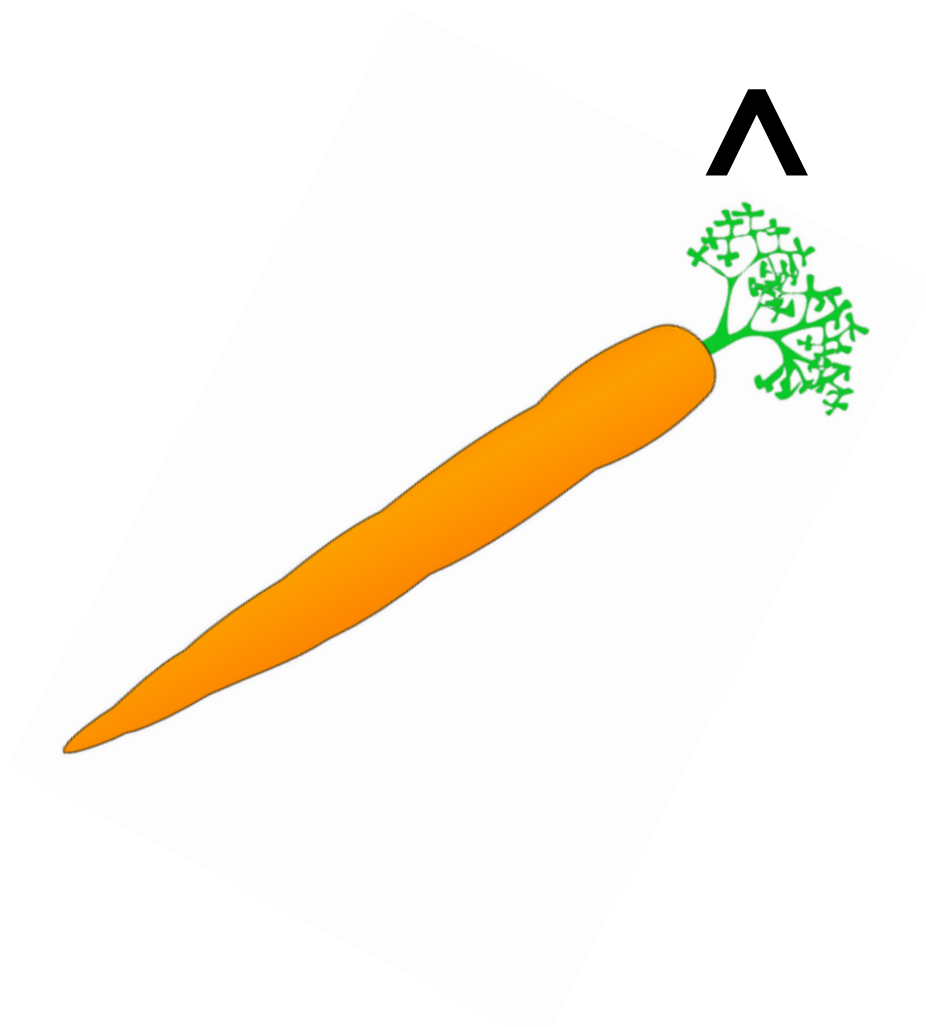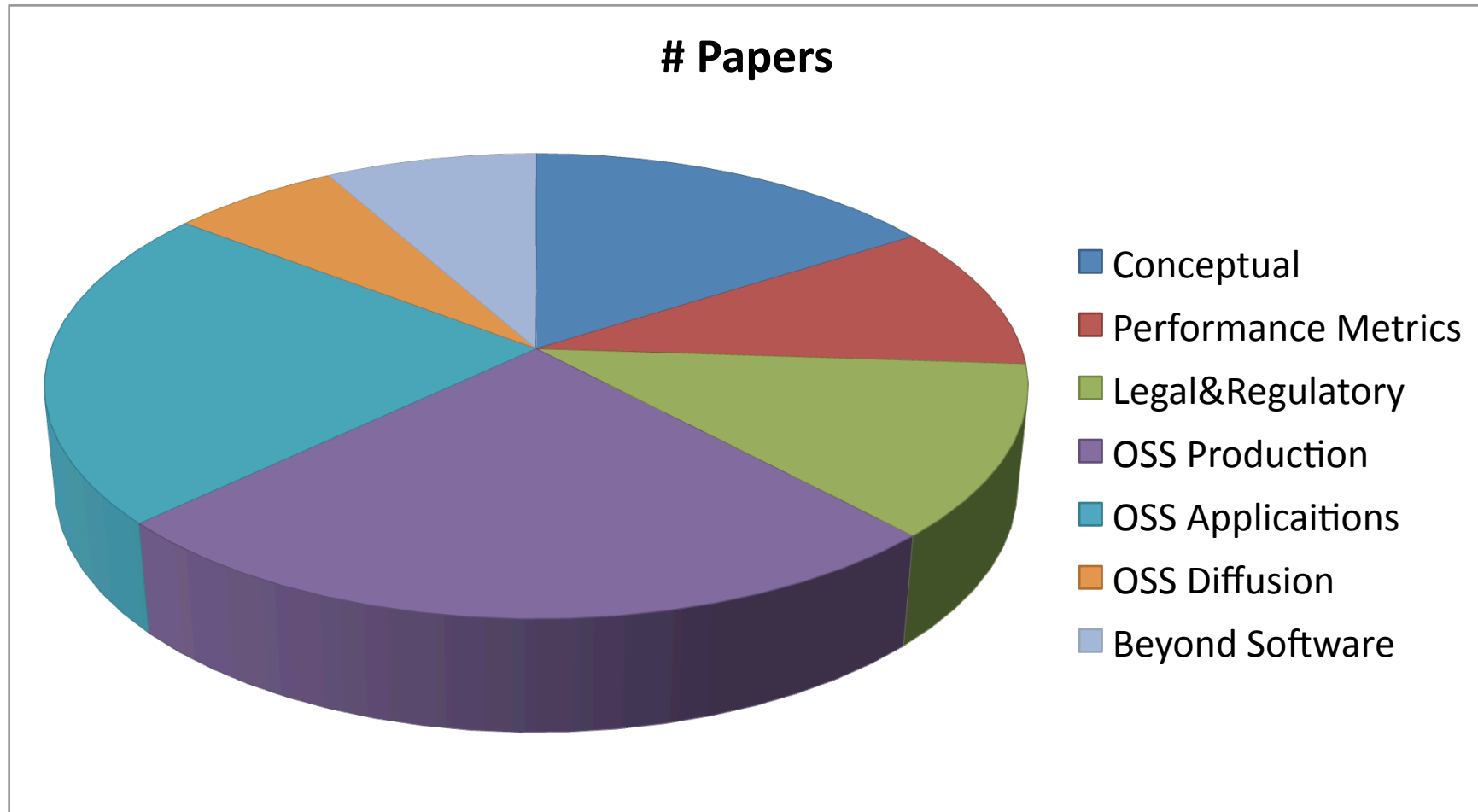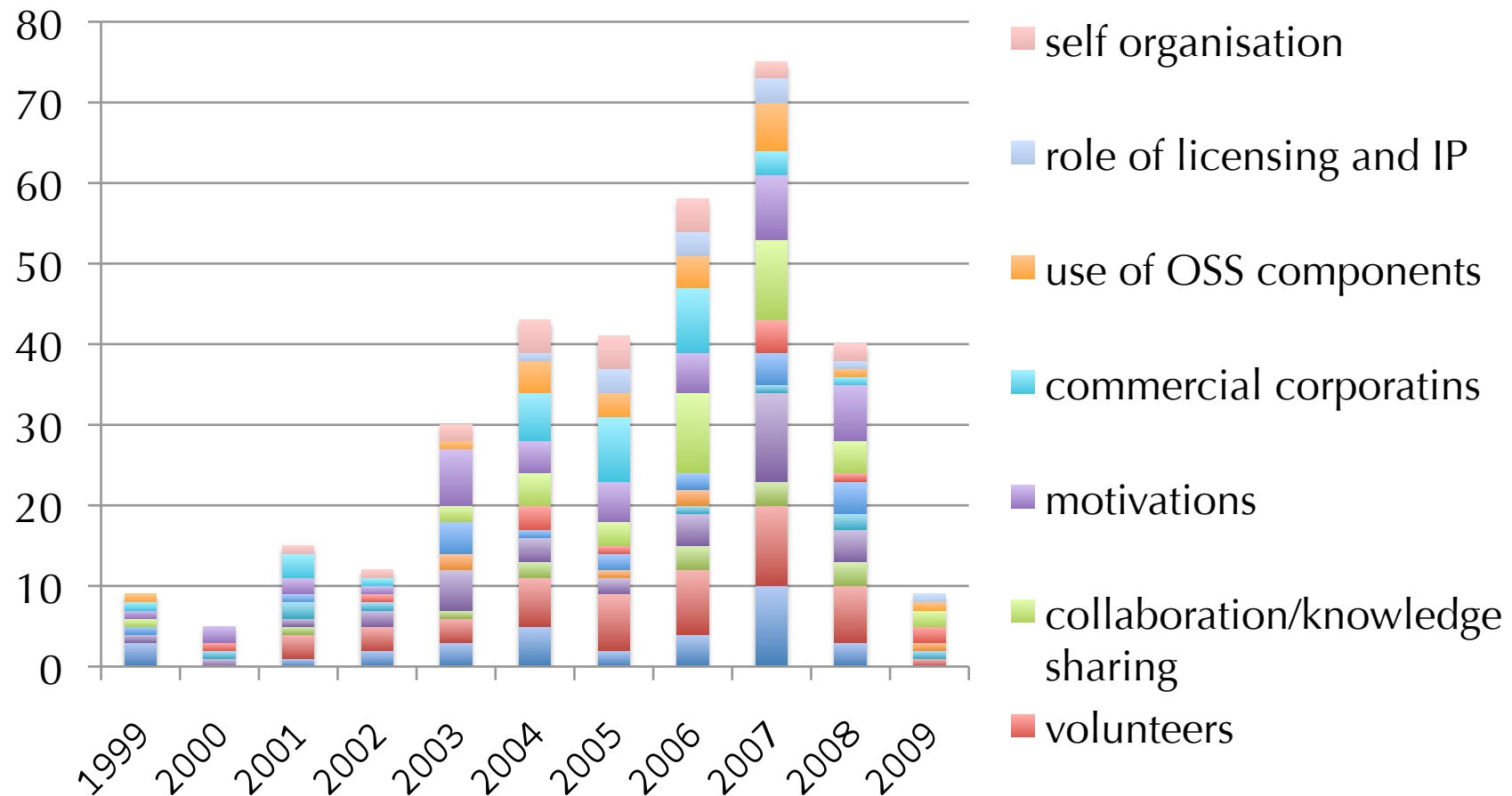# Caret and Stick

^

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?

Data: Aksulu, A. and Wade, M. R. (2010). A Comprehen- sive Review and Synthesis of Open Source Research. Journal of the Associa- tion for Information Systems, 11(11):6

Process #papers/year

Legend:
- self organisation
- role of licensing and IP
- use of OSS components
- commercial corporatins
- motivations
- collaboration/knowledge sharing
- volunteers

Data: Aksulu, A. and Wade, M. R. (2010). A Comprehen- sive Review and Synthesis of Open Source Research. Journal of the Associa- tion for Information Systems, 11(11):6
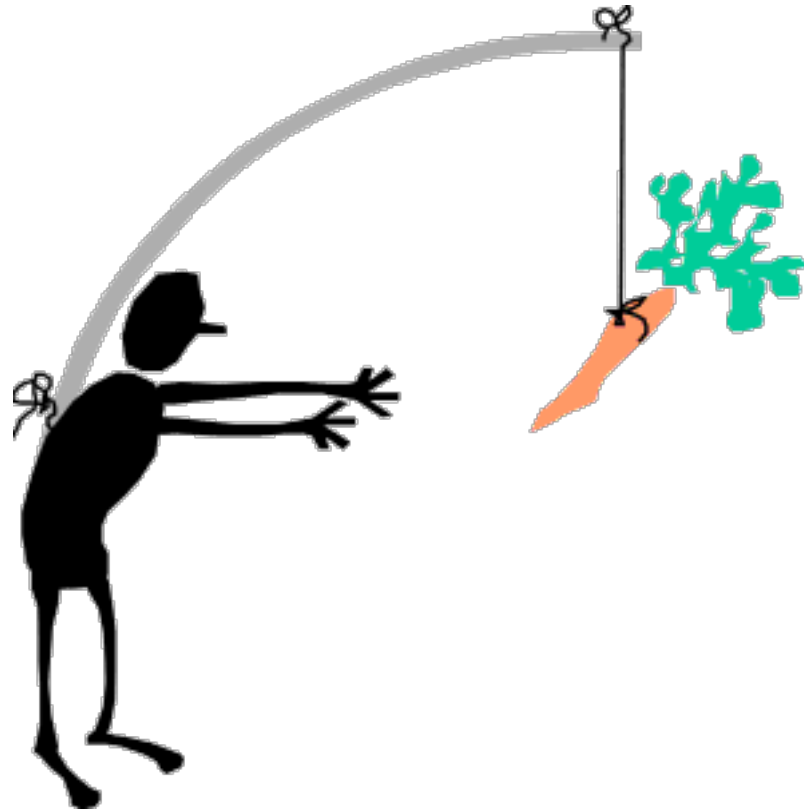
Why?

Intrinsic
• Having fun
• Feeling good

VS

Extrinsic
• Money
• Reputation

Internalized Extrinsic Motivation

Motivation

- Extrinsic & intrinsic motivation: [Alexander Hars, 2002] Alexander Hars, S. O. (2002). Working for Free? Motivations for Participating in Open-Source Projects. International Journal of Electronic Commerce, 6(3):25–39.

- Lakhani&Wolf (2003): Why Hackers Do What They Do: Understanding Motivation and Effort in Free/Open Source Software Projects

- Bitzer, J., Schrettl, W., and Schroder, P. (2007). Intrinsic motivation in open source software development. Journal of Comparative Economics, 35(1):160–169.

The Bills have to be Paid

The Bills have to be Paid

Developer

+

money

=

more motivated developer

Lakhani&Wolf (2003): Why Hackers Do What They Do: Understanding Motivation and Effort in Free/Open Source Software Projects

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

- flossplanet.info
- scholar.google.com
- http://www.citeulike.org/user/finneboonen

- hennar@gmail.com