

{ (RE) UNDERSTANDING }

SOFTWARE PROFESSIONALS

REPORT SUMMARY

PREFACE

There is an evident paradigm shift in the work models and business processes of the software industry, which underwent rapid changes due to the COVID-19 pandemic. As the parameters in the industry are being redefined, better understanding the expectations and needs of software professionals is gaining importance. We are pleased to share a summary of the key findings from our report titled “**(Re)understanding Software Professionals**”, which will shed light to their experience.

We conducted our research jointly with FA Research, an independent research organization, with 400 software professionals using face-to-face interviews and online data collection methods. We believe that the summary compiled from the significant findings in our report will offer **an up-to-date perspective for anyone** who wants to understand the software ecosystem and **the changing dynamics of the industry.**

Our goal:

Our research aims to reveal the data-backed profile of software professionals* in Turkey concerning the following topics:

- > Demographics
- > Technologies used
- > Behaviors and attitudes regarding work and private life
- > Work practices, habits, and media usage

*adesso employees were not included in the study.

RESEARCH FINDINGS

GENERAL

The research was conducted with the participation of 400 software professionals in Turkey. The average age of participants included is 30.8, while their average experience in the software industry is 4.9 years.

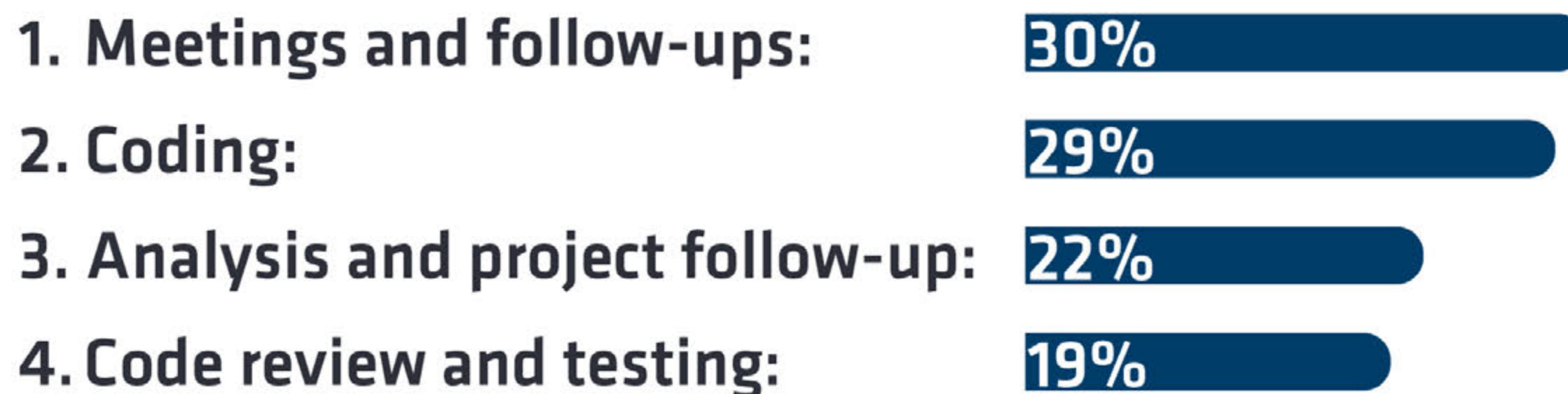
1 95% of the interviews were conducted in Turkey's three largest cities.

2 A large majority (83%) of software professionals have a 4-year university degree or higher.

3 Software professionals with 5-12 years of work experience form the largest segment (52%).

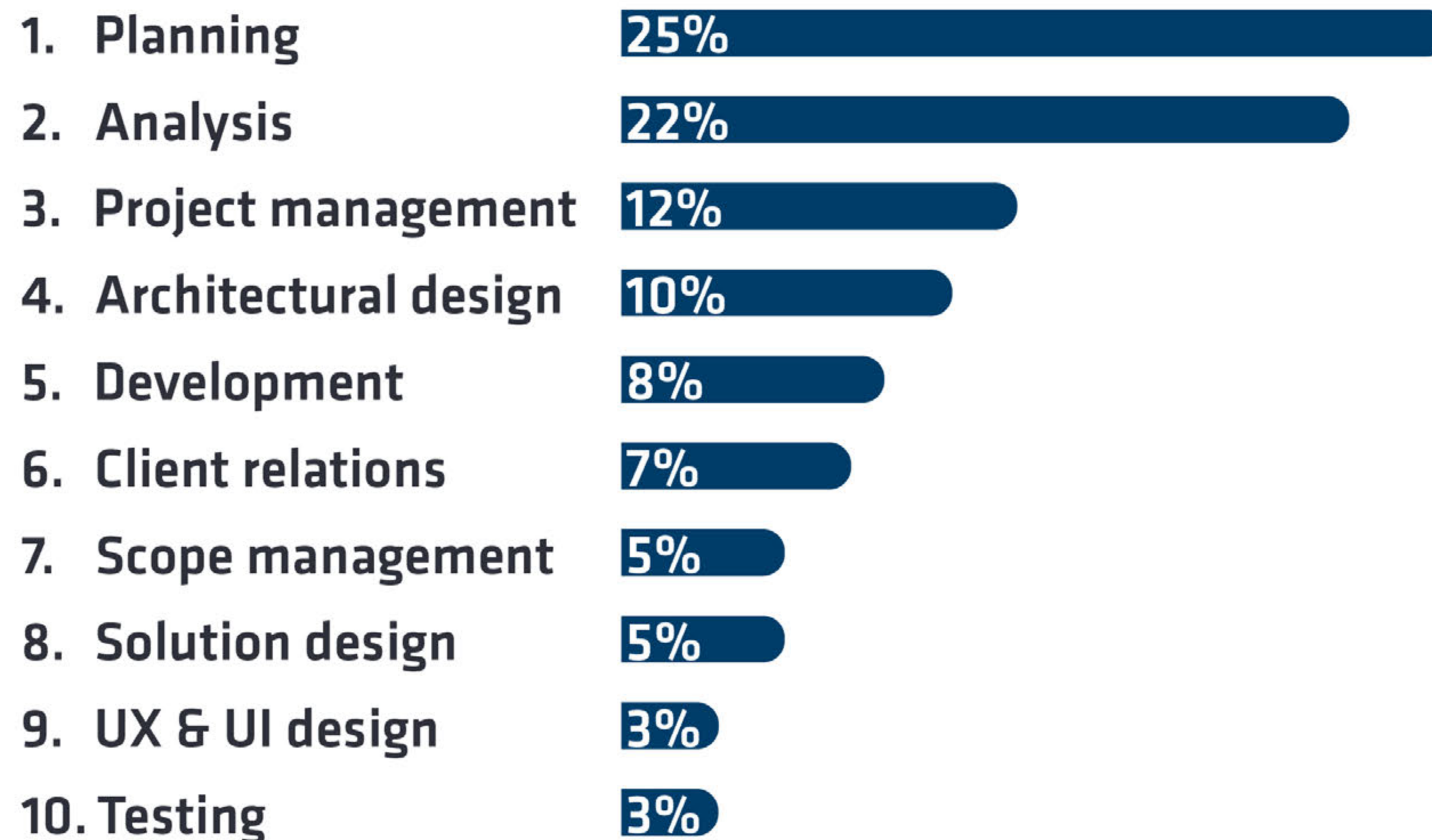
HOW DO DEVELOPERS SPEND THEIR DAY?

During a typical workday, developers spend most of their effort on **meetings and follow-ups** at a rate of **30%**. It is interesting to see that a software developer can allocate only **29%** of their time **directly to coding**. The remaining time is divided between **analysis and project follow-up (22%)** and **code review and testing (19%)**.



ESSENTIALS OF A SUCCESSFUL PROJECT – DIVISION OF TASKS

When the division of tasks in a successful project is questioned by order of importance, **planning** ranks first (25%); **analysis** and **project management** come second and third.

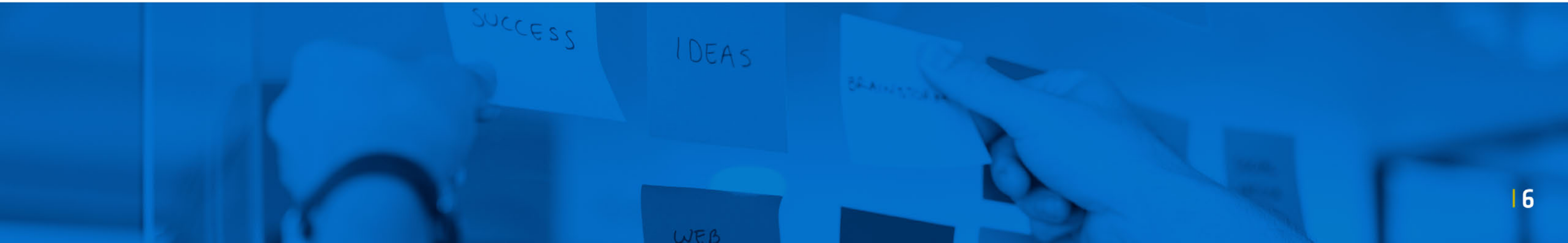


AGILE ADOPTION

62% of software developers have been working with some form of **agile methodology** for an average of 2.1 years. **38%** do not use agile methods.

The most popular methods are:

1. Scrum **83%**
2. Kanban **40%**
3. ScrumBan **13%**

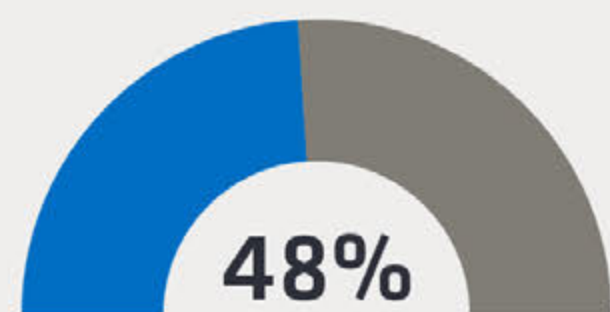


{8.3 HOURS} A WEEK SPENT ON DEVELOPMENT OUTSIDE OF WORK

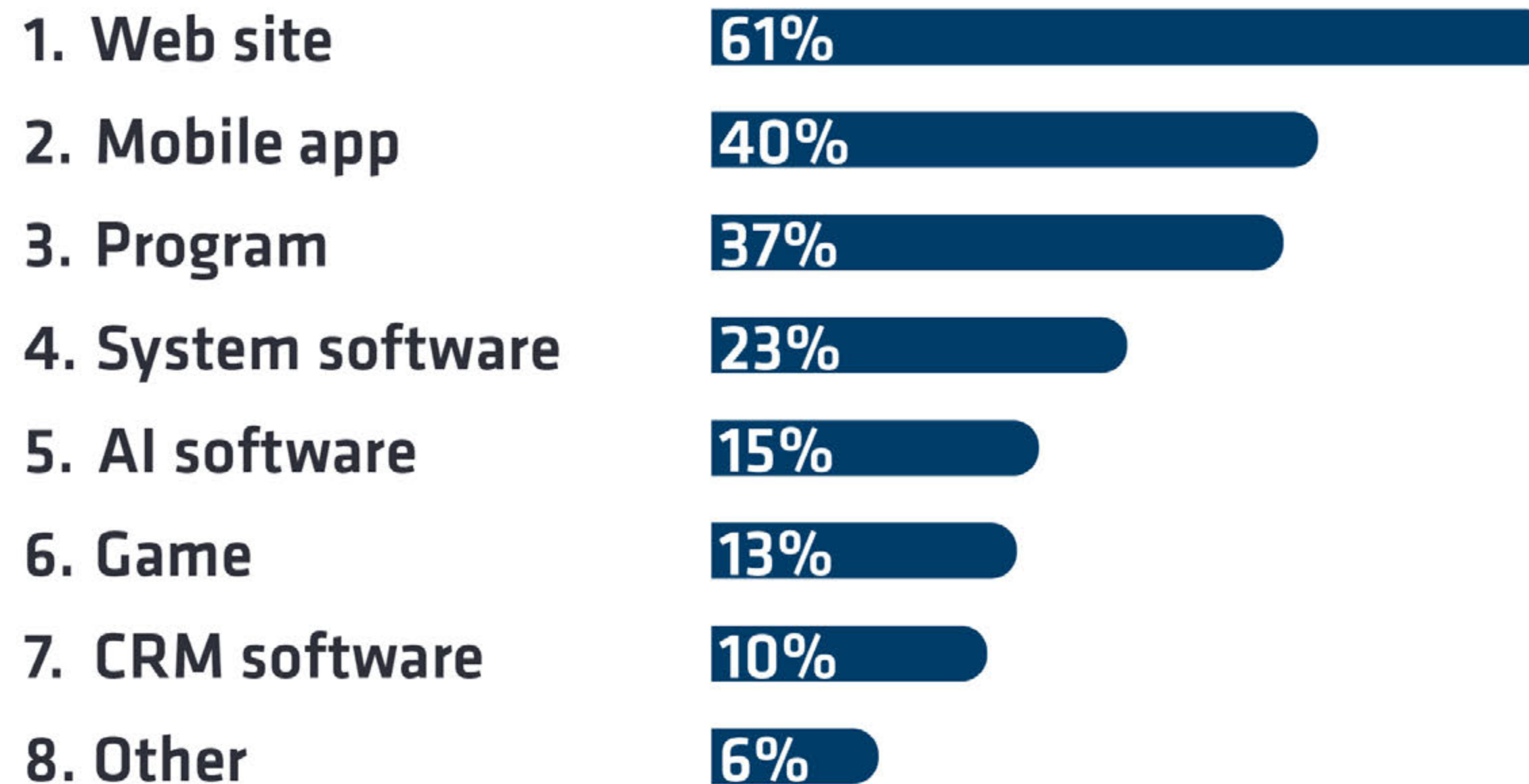


- ✱ The average working hours for software professionals are **42.6 hours** per week.
- ✱ **Nearly half** of the participants (48%) develop **software outside of work** with no professional or income motivation.
- ✱ The time allocated for software development outside of work is **8.3 hours** per week

>>> Are there any product(s) that you are developing outside of work?



NEARLY HALF THE PARTICIPANTS
DEVELOP OUTSIDE OF WORK





HARDEST FACTORS TO ENDURE

In Turkey, a large portion of respondents believe that a **negative work experience (mobbing)** is less endurable than **low wages** and **inequality**.

1. Negative work experience: **78%**
2. Inequality: **76%**
3. Below deserved wages: **66%**



HIGHEST MOTIVATION FACTORS

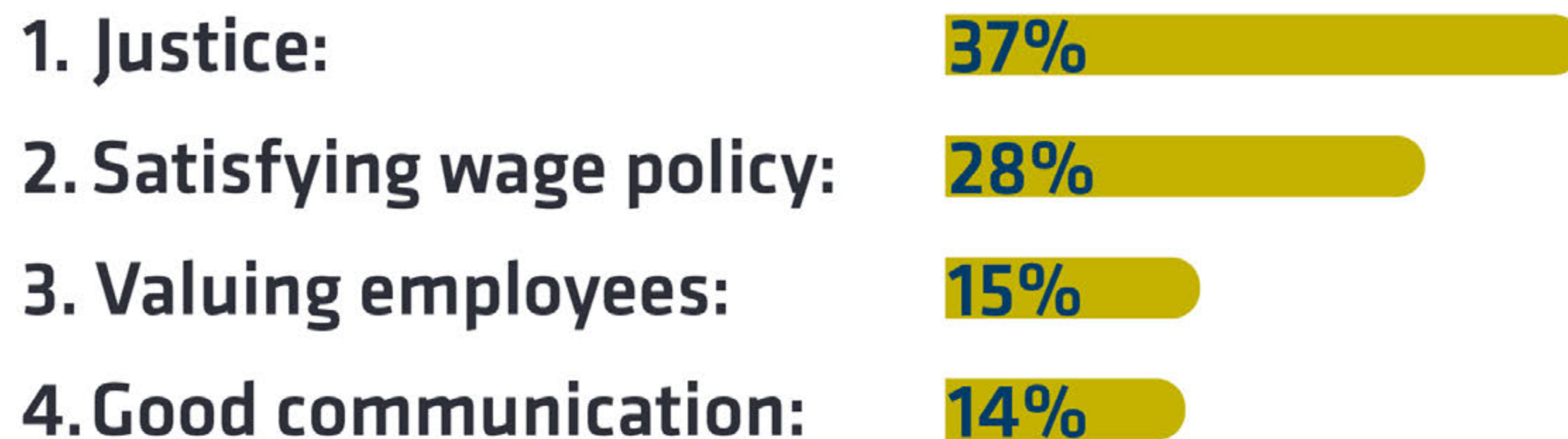
In the post-pandemic era, the software industry places more importance on **work-life balance** than job experience and technical expertise.

1. **Work-life balance:** 82%
2. **Technical expertise:** 75%
3. **Job experience:** 73%



DEMAND FOR A JUSTICE-FOCUSED COMPANY CULTURE

When it comes to company culture, the most desired factor is **justice**. Demand for justice even takes precedence over wages. According to participants, **valuing employees** and **good communication** should also be important aspects of a company culture.



JOB SWITCH RATES IN THE PAST 2 YEARS

38% of respondents say that they have switched jobs in the past two years. This rate is lower in **mobile** and **frontend developers** compared to other domains.

Job Switch in the Past 2 Years

I have
I have not
Job switch in the past 2 years (average)

	TOTAL	Back-end (JAVA)	Back-end (.NET)	Mobil D.	Business Analyst	Front-end	Other
I have	38%	38%	42%	25%	42%	26%	50%
I have not	62%	62%	58%	75%	58%	74%	50%
Job switch in the past 2 years (average)	1.4	1.4	1.3	1.7	1.4	1.2	1.6

OVERSEAS JOB OPPORTUNITIES MAINTAIN THEIR APPEAL

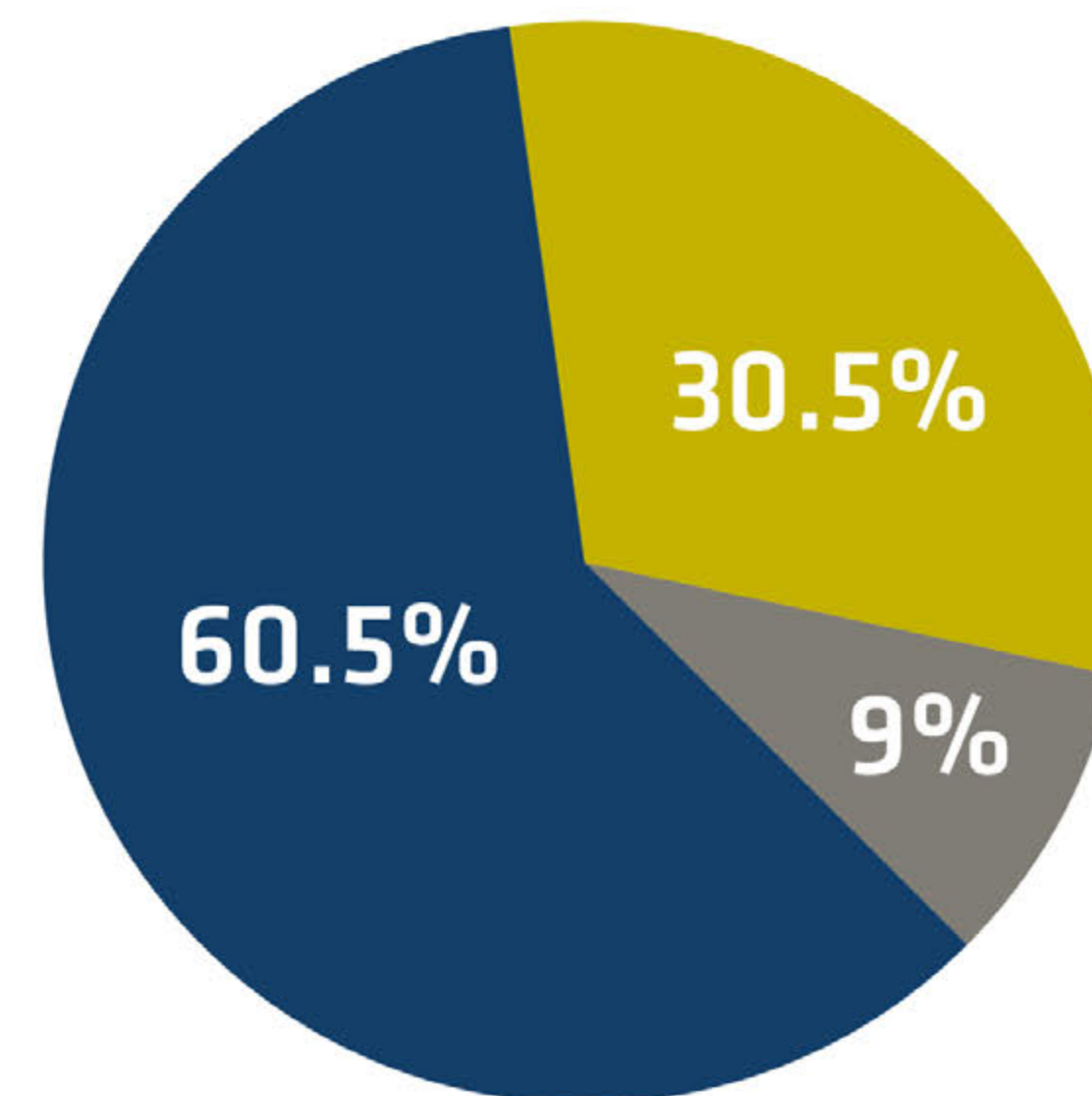
When asked to list the **"most important advantages of working in the software sector,"** the most common answer given by participants is the **"opportunity to work abroad."**

1. Opportunity to work abroad: 20%
2. Being in a field that offers self-development opportunities: 12%
3. Opportunity to work in a better position: 10%

A VIEW OF THE IDEAL OFFICE TYPE AND HYBRID WORK

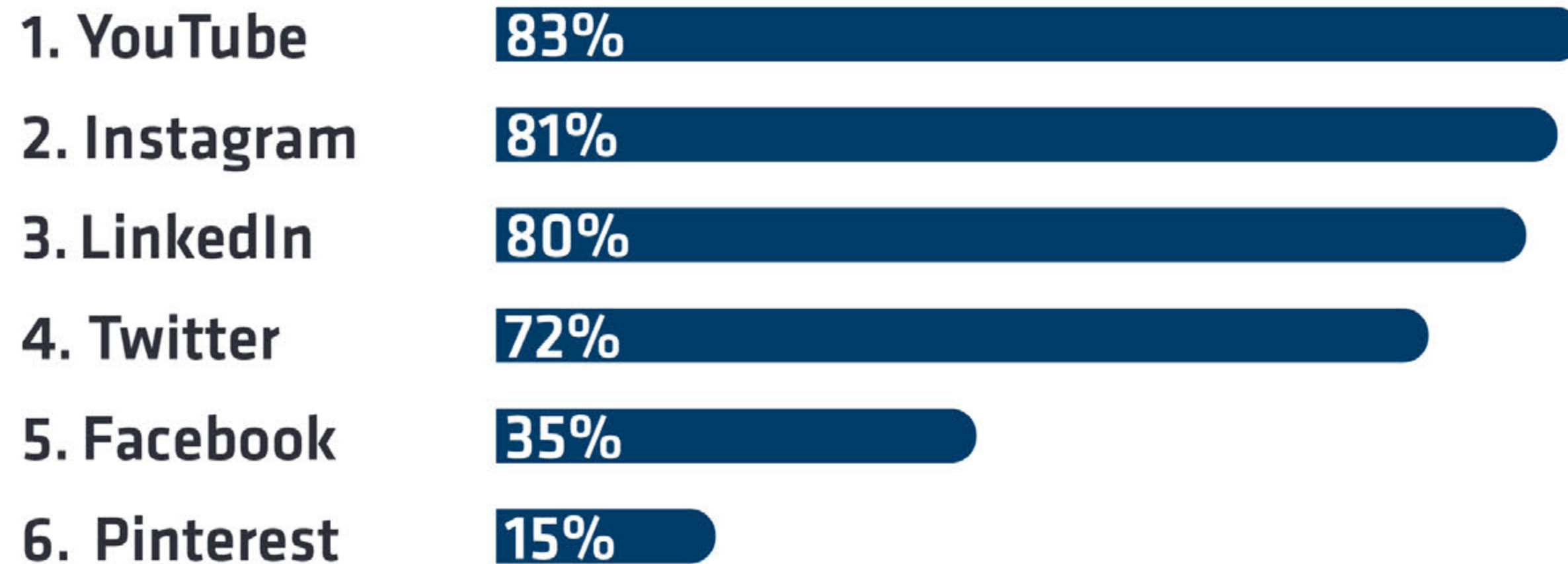
Only **9%** of participants consider working in the physical office as ideal. **Hybrid work (61%)** stands out as the most ideal way of working. The rate of support for the **home office is at 31%**.

- **Hybrid (physical and home office): 60.5%**
- **Home office: 30.5%**
- **Physical office: 9%**



SOCIAL MEDIA USAGE

The social media platforms **most frequently visited** by participants are YouTube, Instagram, and LinkedIn respectively.



HOBBIES AND ACTIVITIES

It is seen that the phenomenon of work-life balance, which is spoken in all sectors in the post-pandemic period, has come to the fore as a source of motivation in the software industry. Accordingly, **watching TV shows** is the favorite non-work activity of the participants.

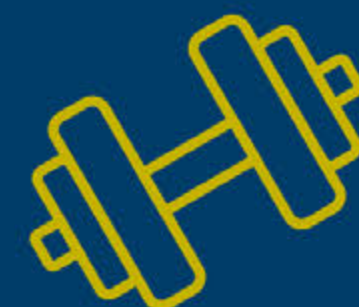
Watching TV shows
(69%)



Reading
(55%)



Working out
(55%)



Cooking
(48%)



Foreign language learning
(47%)



RESEARCH DESIGN

> What methods were used?

We used **face-to-face** and **online** data collection methods. Using a 45-minute questionnaire, we asked a minimum of 190 questions to each software professional.

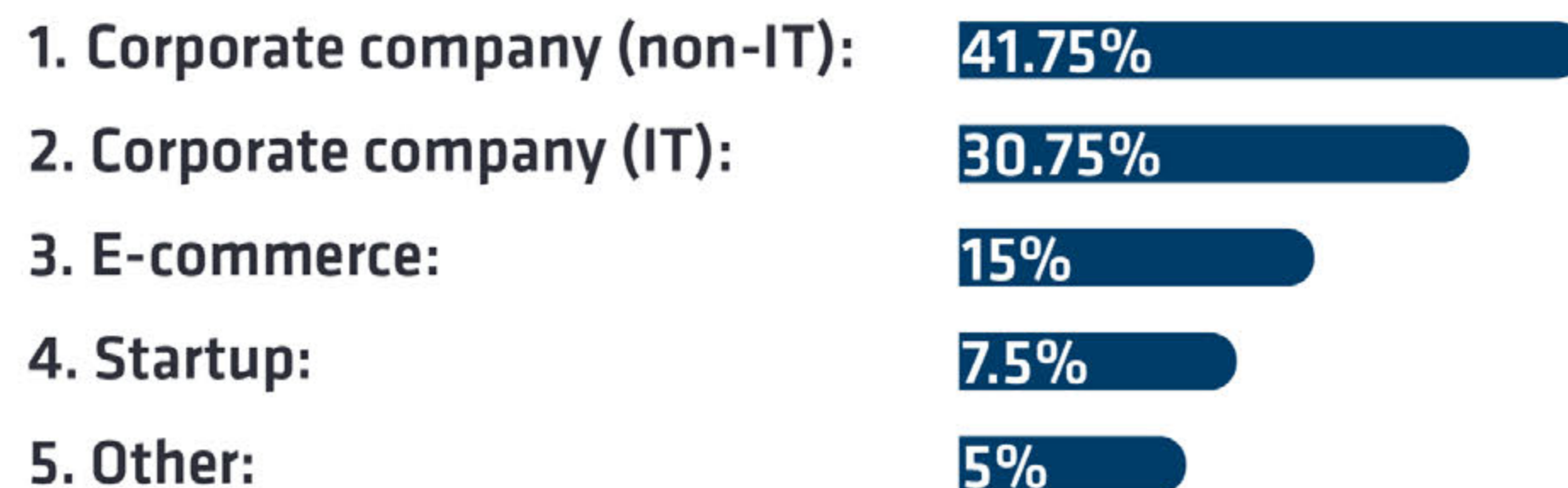
> How many people were interviewed?

We conducted interviews with a total of **400 different software professionals** in Java, .NET, mobile developer, business analyst, frontend developer, and other roles in Turkey.

> Which industry professionals were included in the research?

Based on the main activity fields of the companies for which the participating professionals work, **47%** of the participants are in **information technologies**, **15%** are in **e-commerce**, **8%** are in **banking**, **7%** are in **manufacturing**, and **6%** are in **finance (non-banking)** sectors.

> How are the participating company types distributed in the research?



Thank you!



This summary report was compiled from the data of the joint research conducted by adesso Turkey and FA Research.