

Microsoft Research Technical Report
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Survey on Onboarding Software Engineers During a Pandemic

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This technical report includes a Microsoft Research survey that was deployed to new software engineering hires to learn about their onboarding experience during the COVID-19 pandemic.

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Microsoft Research Survey on Onboarding



Question has input validation.



Items are displayed in randomized order.

Start of Block: Survey

Q1

Microsoft Research Survey on Onboarding

We are researchers at Microsoft investigating the onboarding of developers. We'd like to learn about your recent onboarding experience. **You can help!** Your response to this survey will enable us to make recommendations on how to improve the onboarding process at Microsoft.

The survey should only take about 25 minutes to complete. **This survey is anonymous.** No information is collected that allows you to be directly identified. Please do not include any personal information in the responses. Almost all questions are optional. Aggregate information may be shared with research collaborators outside of Microsoft and used in publications and reports. We selected you as part of a sample of Microsoft employees based on your start date. By responding to this survey, you agree that you (1) are at least 18 years of age, (2) are participating voluntarily in this survey, and (3) understand you can withdraw from the survey at any time.

We hope you enjoy filling out this survey. After completion of the survey, we invite you to enter your name into a separate form (to preserve your anonymity) to **win one of four \$100 Amazon.com Gift Certificates.** The sweepstakes is open only to US Microsoft employees (official rules)

If you have any questions or comments about this research, please contact [...].

Thank you for participating!

Q2 [...]

Q3 [...]

Q4 Microsoft Research Project Participation Consent Form [...]

Q5 Do you understand and consent to these terms?

- Yes, I agree.
- No thanks, I do not want to do this survey

Skip To: End of Survey If Q5 = No thanks, I do not want to do this survey

Q6

Please note that the survey is on a single page. Many questions are optional, but please respond to as many questions as possible.

Q7 What gender do you identify with the most?

- Woman
 - Man
 - Non-binary / gender diverse
 - Prefer to self-describe: _____
 - Prefer not to answer
-

Q8 When did you start your new position at Microsoft?

- January 2020
 - February 2020
 - March 2020
 - April 2020
 - May 2020
 - June 2020
 - Other _____
 - Prefer Not to Answer
-

Q9 Which of the following best describes you as a new hire?

- College hire
 - College hire, previous internship or consulting with MS
 - Industry hire
 - Industry hire, previous employment with MS
 - Prefer Not to Answer
 - Other _____
-

Q10 Are you currently working from home? (required)

- Yes
 - No
-

Q11 Did you anticipate working remotely when you were considering this job?

Yes

No

Display This Question:

If Q10 = Yes

Q12 Did you start your job from home?

Yes

No

Q13

Please do not include any personal information your responses. Do not include your name or other people's names.

Display This Question:

If Q10 = Yes

Q14 How did you find out you were going to work from home?

Q15 What did your first week of your job look like?

Q16 What does your typical week look like now?

Q17 What has the team done to make you feel connected to the team?

Q18 Please rate to the degree that you agree with this statement (required):
I am a productive team member.

- Strongly agree. I am a productive team member.
 - Somewhat agree. I think I have been a productive team member.
 - Neither agree nor disagree. I do not know if I have been a productive team member.
 - Somewhat disagree. I think that I have not yet been a productive team member.
 - Strongly disagree. I have not yet been a productive team member.
-

Q19 Overall, how satisfied are you with your current job? (required)

- Very satisfied
 - Satisfied
 - Neither satisfied nor dissatisfied
 - Dissatisfied
 - Very dissatisfied
-

Q20 Are you doing what you expected you would be doing in your new job?

- Yes
 - No. Please explain: _____
-

Q21 Overall, how well do you understand your role within your team?

- Extremely well
 - Very well
 - Moderately well
 - Slightly well
 - Not well at all
-

Q22 Overall, how well do you understand the responsibilities of your job?

- Extremely well
 - Very well
 - Moderately well
 - Slightly well
 - Not well at all
-



Q23 Please rate the degree to which you agree or disagree with each of the following statements.

	Strongly disagree	Disagree	Neither agree, nor disagree	Agree	Strongly agree
My role so far matches the role description provided to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like this is a great role for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The information provided while onboarding into my new team is relevant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I have been given enough training to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the equipment needed to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy to find the information I needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable about giving suggestions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel welcome and part of the team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I feel supported by my team during this time.

I feel included in the social aspects of work.

I feel satisfied with the relationships I have at work.

I often feel connected to others at work.

I often feel included in team conversations.

I do consider my coworkers to be friends.

There is someone I can trust at work.

Someone at work knows who I am.

My co-workers are interested in relating to me.

Q24

Please do not include any personal information your responses. Do not include your name or other people's names.

Q25 What parts of your onboarding experience went well?

Q26 What challenges have you faced while onboarding to your team and project?

Display This Question:

If What challenges have you faced while onboarding to your team and project? Text Response Is Not Empty

Q27 Are these challenges specific to COVID 19?

- Definitely yes
 - Probably yes
 - Might or might not
 - Probably not
 - Definitely not
-

Q28 When assigned a new task to work on, how comfortable are you tackling the work?

- Very comfortable
 - Comfortable
 - Neither comfortable nor uncomfortable
 - Uncomfortable
 - Very uncomfortable
-

Q29 How do you know when it's OK to ask others for help?

Q30 Were you assigned a mentor?

- Yes
 - No
-



Q31 How many people are on your team?

Q32 How well do you know the team that you work with?

- Extremely well
 - Very well
 - Moderately well
 - Slightly well
 - Not well at all
-

Q33 How well do you feel like you know what everyone on your team is working on?

- Extremely well
 - Very well
 - Moderately well
 - Slightly well
 - Not well at all
-

Q34 How socially connected do you feel to your team?

- Extremely connected
 - Very connected
 - Moderately connected
 - Slightly connected
 - Not connected
-

Q35 How socially connected do you want to be?

- Extremely connected
 - Very connected
 - Moderately connected
 - Slightly connected
 - Not connected
-

Q36 Do you know anything about your team members' lives outside of work?

- Yes
 - No
-

Q37 How do you stay socially connected with your team?

Q38 What does your typical daily informal and formal communication with your team look like?

Q39 Do you have 1:1 communication with at least one person from your team daily?

- Yes
- No

Display This Question:

If Q39 = Yes

Q40 What does that communication look like? What content is typically discussed?

Display This Question:

If Q39 = Yes

Q41 On average, how long does the communication last?

- 15 minutes or less
 - 15 to 30 minutes
 - 30 to 45 minutes
 - 45 minutes to 1 hour
 - More than 1 hour
-

Q42 How many years of experience in industry do you have? (decimals are okay)

Q43 Have you worked remotely (professionally) before joining Microsoft?

- Yes
- No

Q44 Has the onboarding experience been different in terms of the social aspects, to other onboarding experiences that you have had in the past?

- Yes
- No

Display This Question:
If Q44 = Yes

Q45 What has been different about this onboarding process in terms of the social aspects?

Q46

Please do not include any personal information your responses. Do not include your name or other people's names.

Q47 What's one thing that could have been done differently to improve your onboarding experience?

Q48 Is there anything else you would like to share about your onboarding experience?

End of Block: Survey
