

Contents

1	Introduction	1
1.1	Approach	3
1.2	Research Methods	4
1.3	Scope & Assumptions	5
1.4	Target Audience	6
2	Fundamentals	7
3	Theoretical Analysis of Why Novice Developers Reject Systematic Testing	11
3.1	Choosing the Setting of this Analysis	12
3.2	The Theory of Diffusion of Innovations	13
3.3	The Knowledge-Attitude-Practice Gap and Systematic Testing	23
3.4	The Innovation-Decision Process of Testing	26
3.5	Change of Perception when Entering the Onboarding Situation	33
3.6	This Approach & the Diffusion of Innovations	36
3.7	Chapter Summary	38
4	Motivational Empirical Studies	39
4.1	Testing Behavior of Students	39
4.2	Testing Behavior of New Hires in Industry	54
4.3	Chapter Summary	69
5	Three-Part Approach	73
5.1	Stakeholders	73
5.2	Constraints	75
5.3	Overview of the Three-Part Approach	77
6	Establish Awareness (Pillar 1)	83
6.1	Proposed Solution - Make Testing Culture Visible	83
6.2	Effects of Social Transparency on Testing Behavior	86
6.3	Possible Solutions	87
7	Enable Technical Adoption (Pillar 2)	89
7.1	Proposed Solution - Provide Existing Test Code	90
7.2	Possible Solutions	92

8 Provide Knowledge in Context (Pillar 3)	93
8.1 Proposed Solution - Provide Applicable Learning Materials	94
8.2 Possible Solutions	95
8.3 Implementation Proposal	96
9 Implementation and Evaluation of Pillar 1	105
9.1 Testing Displays Approach	105
9.2 Testing Display Reference Model	107
9.3 Six Testing Displays	109
9.4 Discussion of Implementation	111
9.5 Evaluation: Testing Displays	114
10 Implementation and Evaluation of Pillar 2	131
10.1 Test Recommender	131
10.2 Evaluation: Test Recommender	133
11 Solution Empirical Study	137
11.1 Testing Behavior on a Social Coding Site	137
12 Related Work	139
12.1 Industry’s View on Testing Education	139
12.2 Academia’s View on Testing Skills of Students	141
12.3 Systematic Testing in Industry.	144
12.4 Supporting Newcomers During Onboarding	145
12.5 Onboarding of Newcomers	149
13 Discussion	151
13.1 Impact of the Approach of this Thesis	152
13.2 Proposal for Improvements in Academia	160
13.3 Collaboration between Academia and Industry	163
13.4 Transferability of the Approach of this Thesis.	164
14 Conclusion	165
Curriculum Vitae	167
Appendix	169