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Appendix to:

Company Soldiers and Gone-Natives: Role Conflict and Career Ambition Among Firm-Employed Open Source Developers

Completed Research Paper

Mario Schaarschmidt
University of Koblenz-Landau
Institute for Management
Universitätsstraβe 1
56070 Koblenz
mario.schaarschmidt@uni-koblenz.de

Klaas-Jan Stol
Lero, the Irish Software Research Centre, University College Cork
School of Computer Science and Information Technology
k.stol@ucc.ie

Appendix

Table A-1 presents the measurement instrument used in the online survey.

Table A-1. Measurement Instrument	
Role Conflict (adapted from House and Rizzo, 1972)	**Factor Loadings**
1. I have to do things for my employer that should be done differently in the community.	.68
2. I have to buck a community rule or policy in order to carry out a company assignment.	.85
3. I receive company requests that are incompatible with community norms.	.77
Company Identification (adapted from Mael and Ashforth, 1992)	
1. This organization's successes are my successes.	.60
2. I am very interested in what others think about my organization.	.74
3. When I talk about my organization, I usually say "we" rather than "they."	.78
4. When someone praises my organization, it feels like a personal compliment.	.92
5. If a story in the media criticized my organization, I would feel embarrassed.	.68
6. When someone criticizes my organization, it feels like a personal insult.	.69

Community Identification (adapted from Mael and Ashforth, 1992)	
1. This community's successes are my successes.	.90
2. I am very interested in what others think about my community.	.86
3. When I talk about my community, I usually say "we" rather than "they."	.85
4. When someone praises my community, it feels like a personal compliment.	.91
5. If a story in the media criticized my community, I would feel embarrassed.	.67
6. When someone criticizes my community, it feels like a personal insult.	.65
Intention to Leave Company (adapted from Smith et al., 2012)	
1. I will probably look for a new job in the near future.	.90
2. It would take very little change in my present circumstances to cause me leave this organization.	.92
3. There's not much to be gained by sticking with this organization indefinitely.	.85
Intention to Leave Community (adapted from Smith et al., 2012)	
1. I will probably discontinue my community commitment in the near future.	.82
2. It would take very little change in my present circumstances to discontinue my FOSS involvement.	.87
3. There's not much to be gained by sticking with the FOSS community indefinitely.	.75
Company Career Ambition (developed items)	
1. I want to gain more authority in my organization.	.88
2. I want to gain more responsibility in my organization.	.72
3. I want to improve my status in my organization.	.77
Community Career Ambition (developed items)	
1. I want to gain more authority in the community.	.87
2. I want to gain more responsibility in the community.	.87
3. I want to improve my status in the community.	.76
Management Career Path	
1. I want to pursue a manager career with more personnel responsibility.	N/A
Technical Career Path	
1. I want to pursue a technical career with more autonomy.	N/A
Progression to Center of Community Path	
1. I want to gain a central role in the community.	N/A

References

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