



AT A GLANCE

An ERP company approached Gigster after struggling with the productivity of its outsourced software development team. Despite investing 30% into that division's growth over a year, their software development team's productivity didn't increase. Our client also experienced other common pain points, including a lack of insights into:

- » who contributed code and how frequently
- » which projects had focused resources
- » who were the key contributors in a database of +47 million lines of code
- » how their software development budget was being spent
- » how the efficiency and productivity of their employees compared to their contractors

3X ROI Guarantee

Gigster's METRX Solution guarantees a 3x ROI, empowering their leadership to understand their software engineering department's productivity and make objective, data-driven decisions to resolve their outstanding gaps – allowing them the best-performing team, maximizing their efficiency and costs.

The METRX Solution identifies which software developers aren't as productive as others. It uses an algorithm that leverages 23 unique developer productivity traits to profile and stack rank them against each other. This objectively segments the top 20% of performers and the bottom 20%, allowing leaders to hone in on key performance attributes and duplicate them across low performers.

Results Within One Week

Within a week, Gigster's METRX evaluation revealed a shocking performance gap between the top and bottom performers within a team of 70 software engineers. Using data-driven insights, Gigster found:



ONLY
61%

of the organization has checked in any new code over the past year



THE BOTTOM
50%
OF ENGINEERS

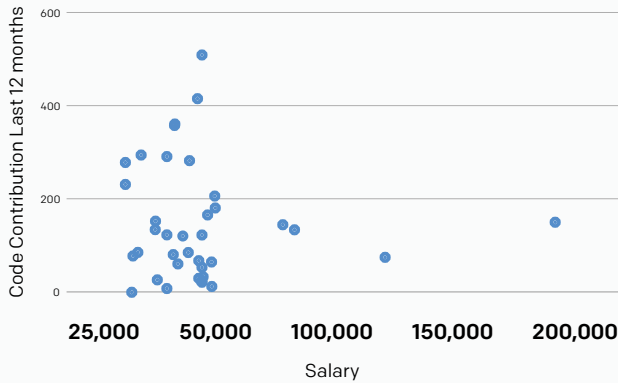
cost \$1M in annual payroll. Effectively, 2-3 top-level engineers could generate equivalent productivity.



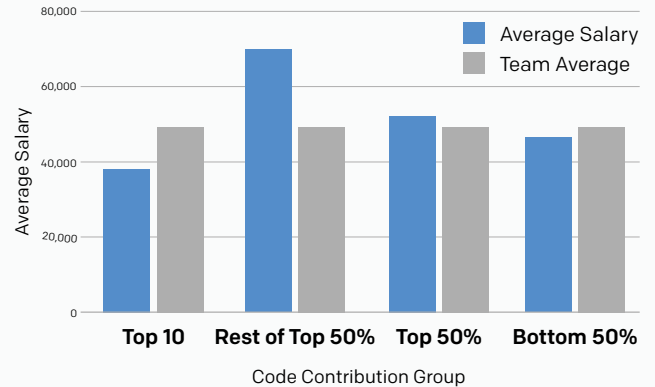
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CONTRACTORS

hired had the lowest performance scores overall

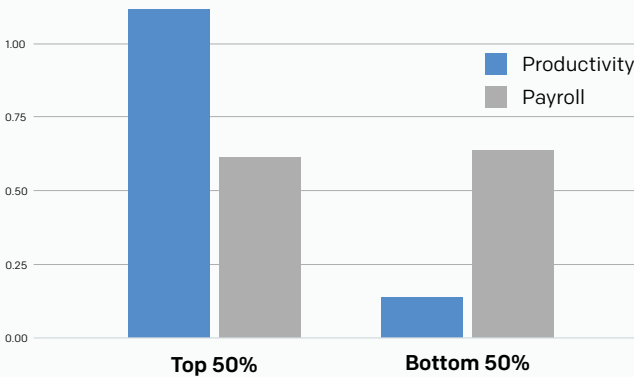
The top 10 engineers represented 59% of all productivity in the organization



The bottom 19 engineers only generated 19% productivity in the organization



The bottom 50% of engineers are paid more than the top 10 engineers



Gigster also found the overall code quality was low through the METRX evaluation.



critically outdated code blocks
(3+ YEARS OLD)

The METRX evaluation uncovered significant security vulnerabilities in the code base — including critical issues and security hotspots. Gigster also discovered the engineers used multiple linked outdated libraries to commercial and non-permissive open-source libraries, which made their code more complex and vulnerable.

Our analysis opened a window of understanding and insights into our client’s software development department. And we weren’t done there. Gigster offers a unique solution that our competitors do not — we find productivity opportunities and support our clients by moving their projects toward successful, on-time delivery.

We do this through our network of 60,000+ pre-vetted, highly qualified talent worldwide who can quickly support talent gaps at lower rates than hiring full-time employees. We can provide



individual developers for short or long-term projects



pre-assembled developer teams to meet your specific project needs



we can fully manage your project from end-to-end, from scoping to handoff of the deliverable