IN THE LAST YEARS...
✓ Companies started to release and support open source software.
✓ Contributors in OSS turned into a mix of employees and volunteers.

GOAL:
• Study a set of characteristics related to contributions submitted by employees and volunteers in order to identify how they differ.

RESULTS
RQ1: Do volunteers have to try more than employees to have a patch accepted?
• Volunteers face $26 \times$ more rejections than employees.

Average of patches rejected and accepted per contributor:

Employees:  
- Rejected: 5.78
- Accepted: 39

Volunteers:  
- Rejected: 1.42
- Accepted: 2.3

RQ2: Do volunteers have to wait much more than employees to have a patch processed?
• Volunteers have to wait, on average, 11 days to have a patch processed.

RQ3: Do volunteers follow contributing best practices?
• Best practices are not systematically followed by volunteers.

BP1: Contribution should be small
- Dormants
- Nondormants

BP2: The contribution should be accompanied with tests

BP3: The commit message should be descriptive

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