

METHODOLOGY:

Glassdoor Employees' Choice Awards (2019)

glassdoor

2019 BEST
PLACES
TO WORK

EMPLOYEES' CHOICE

The 2019 Glassdoor Employees' Choice Awards for the Best Places to Work rely on feedback from employees who elected to anonymously submit a company review on Glassdoor. When submitting a [company review](#), employees are asked to share their opinion on some of the best reasons to work for their employer (pros), any downsides (cons) and are encouraged to provide advice to management. In addition, employees are asked to rate how satisfied they are with their employer overall, rate their CEO as well as rate key workplace attributes like career opportunities, compensation & benefits, culture & values, senior management and work-life balance. Employees are also asked whether they would recommend their employer to a friend and whether they believe their employer's six-month business outlook is positive, negative or if they have no opinion.

The Glassdoor 2019 Employees' Choice Awards for the Best Places to Work feature six distinct categories in five countries. For each category, company reviews and ratings¹ from current and former² employees were considered between 23rd October, 2017 and 21st October, 2018.

Each list was compiled using Glassdoor's awards proprietary algorithm, and each employer's rating determined based on the quantity, [quality and consistency](#) of reviews during the eligibility timeframe.

1. For quantity of reviews, a minimum number of ratings are required across eight workplace attributes that employees can rate when [submitting a company review](#). They include overall company rating, career opportunities, compensation & benefits, culture & values, senior management, work/life balance, recommend to a friend and six-month business outlook. All eight attributes are a part of the awards algorithm. To be considered for a specific category, an employer must meet the following requirements during the eligibility timeframe:

100 Best Places to Work – U.S. large companies: At least 75 ratings across the eight workplace attributes from U.S.-based employees; At least 1,000 employees at the end of the eligibility timeframe.

50 Best Places to Work – U.S. small & medium companies: At least 30 ratings across the eight workplace attributes from U.S.-based employees; Fewer than 1,000 employees at the end of the eligibility timeframe.

50 Best Places to Work – UK: At least 30 ratings across the eight workplace attributes from UK-based employees; At least 1,000 employees at the end of the eligibility timeframe.

25 Best Places to Work – Canada: At least 25 ratings across the eight workplace attributes from Canada-based employees; At least 1,000 employees at the end of the eligibility timeframe.

25 Best Places to Work – France: At least 20 ratings across the eight workplace attributes from France-based employees; At least 1,000 employees at the end of the eligibility timeframe.

25 Best Places to Work – Germany: At least 20 ratings across the eight workplace attributes from Germany-based employees; At least 1,000 employees at the end of the eligibility timeframe.

For all categories, an employer must also have at least a 3.5 overall company rating, and at least a 2.5 across workplace factor ratings (career opportunities, compensation & benefits, culture & values, senior management and work/life balance) during the eligibility period. Plus, employee count must have been current on Glassdoor as of 21st October, 2018³. The awards also take into account various types of employment statuses, including full-time, part-time, contract and freelance, however, intern company reviews are not considered. Reviews from employees at universities, multi-level marketing agencies and in the armed forces are not considered.

2. For quality of reviews, Glassdoor's proprietary awards algorithm also takes into account what employees have to say that shows winners truly outshine the rest. Quality reviews are those that help job seekers by offering insights and feedback into what it's really like to work at a company, including what's working well, what needs improvement and advice to senior management, which employees are asked to share when completing a company review.

3. For consistency of reviews, Glassdoor's proprietary awards algorithm also looks at trends over time as it relates to both the quantitative and qualitative insights shared by employees.

For reporting simplicity, employer and workplace factor ratings displayed on Glassdoor and for the Employees' Choice Awards are limited to one decimal place, though calculations extend beyond the thousandth place to determine final rank order. Respondents elected to participate; therefore, no estimates of theoretical sampling can be calculated.

As part of determining award winners, Glassdoor is committed to the highest level of data integrity and reviews quality, including treating all employers equally, regardless of whether they are a customer of Glassdoor. If the Glassdoor eligibility panel suspects and/or determines official company representatives have attempted to influence reviews or have tampered with the process of collecting authentic, unbiased reviews, including intentional or unintentional acts that violate the Glassdoor [Community Guidelines](#) and/or [Terms of Use](#), an employer may be excluded from awards consideration. Exclusion from eligibility can be triggered by such acts as, but not limited to, management attempting to leave false reviews, management coercion of employees to submit positive reviews, or other activities and/or events which could ultimately damage employees' faith in the employer, its senior leadership, and/or adversely affect its overall rating on Glassdoor.

¹Overall employer and workplace factor ratings are based on a 5-point scale: 1.51-2.50=dissatisfied; 2.51-3.50=OK; 3.51-4.00=satisfied; 4.01-5.00=very satisfied.

²While Glassdoor accepts reviews from former employees within five years of leaving a company, for the 2019 Employees' Choice Awards, only reviews from former employees who left the company in 2018 or 2017 were considered.

³The Glassdoor review panel relies on employee 'size' on an employer's Overview page to help assess eligibility. Employers [had until](#) 21st October, 2018 to update employee size on their Glassdoor profile.