

## METHODOLOGY:

# Glassdoor Candidates' Choice Awards (2017)

glassdoor®

2017 BEST PLACES to interview

Candidates' Choice

The 2017 Glassdoor Candidates' Choice Awards for the Best Places to Interview rely on input from job candidates and employees who elected to anonymously submit an [interview review](#) on Glassdoor. When providing an interview review, candidates are asked to rate and review their interview experience, including describing and sharing their opinion of the interview process. Candidates are also asked to share insights on several attributes related to their interview experience, including rating interview difficulty, sharing interview length (number of days for the interview process), interview questions asked and how he/she got the interview, among others. Specifically, when rating overall interview experience, candidates are asked to choose from one of three options: positive, negative or no opinion.

The Glassdoor 2017 Candidates' Choice Awards for the Best Places to Interview feature two distinct categories. For each category, interview reviews and insights submitted by candidates and employees, including current and former employees, were considered between July 2, 2016 and July 1, 2017.

Each list was compiled using Glassdoor's proprietary algorithm, and each employer's overall interview experience rating based on [reviews and insights](#) shared during the period of eligibility. As part of the algorithm, an employer's overall interview experience rating is mostly taken into account, along with factors including [interview difficulty rating](#) and [interview length](#).<sup>1</sup>

Minimum requirements for eligibility are as follows:

**Best Places to Interview – U.S:** At least 50 Glassdoor-approved interview reviews, including at least 50 interview experience ratings, from U.S.-based employees; At least 1,000 employees at the end of the eligibility timeframe.

**Best Places to Interview – UK:** At least 20 Glassdoor-approved interview reviews, including at least 20 interview experience ratings, from UK-based employees; At least 1,000 employees at the end of the eligibility timeframe.

In addition to these minimum requirements, for both categories, company size must be current on Glassdoor as of July 1, 2017.

For reporting simplicity, interview experience ratings on Glassdoor and for the Candidates' Choice Awards are displayed as whole numbers, though calculations extend beyond the thousandth place to determine final rank order.

After interview experience ratings are calculated, an employer may be excluded if the Glassdoor eligibility panel determines detrimental acts by management or other negative events could ultimately damage employees' and/or candidates' faith in the employer, its senior leadership, its hiring and/or interview process, and/or adversely affect its ratings on Glassdoor. An employer may also be excluded if senior leaders or employees are suspected of attempting any fraudulent activity on Glassdoor, including intentional or unintentional acts that violate the Glassdoor [Community Guidelines](#) and/or [Terms of Use](#). Each year, Glassdoor reserves the right to improve methodology to prevent abuse and ensure the highest level of quality reviews and data integrity.

Respondents elected to participate; therefore, no estimates of theoretical sampling can be calculated.

<sup>1</sup> On Glassdoor, interview difficulty ratings are based on a 5-point scale: 1.0=very easy, 3.0=average, 5.0=very difficult. As part of submitting an interview review on Glassdoor, candidates are asked about interview length, and specifically: How long was the process? Candidates are able to share the number of days, weeks or months.