

Glassdoor's 'Best Places to Work: Employees' Choice'

Glassdoor publishes its list of the best places to work annually, usually in the winter

Categories

Glassdoor releases two lists for American employers based on company size:

- **100 Best Places to Work**, which includes companies with at least 1,000 employees; and
- **The 50 Best Small and Medium Companies to Work for**, which includes companies with less than 1,000 employees

Employee Review Process

Best workplace selections are based on reviews submitted on Glassdoor's website over a year-long period. The website enables current and former employees to provide anonymous written comments on their employers and to rank them on a five-point scale. In particular, employees can provide written comments about:

- The best reasons to work for their employer (pros);
- The downsides of working for their employer (cons); and
- The advice they would provide to management.

They are also asked to rate, on a five-point scale:

- How satisfied they are with their employer overall;
- How satisfied they are with the CEO; and
- Eight workplace attributes, including career opportunities, compensation & benefits, culture & values, senior management, and work-life balance.

Finally, employees are asked about their overall impression of the company, including:

- If they would recommend their employer to a friend; and
- Whether they believe their employer's six-month outlook is positive or negative (or if they have no opinion).

Selection Process

Glassdoor then selects winning companies based upon the main factors:

1. The quantity of employee reviews

- Large companies must have a minimum of 75 ratings across eight workplace attributes
- Small and medium companies must have a minimum of 25 reviews across eight workplace attributes

2. The quality of reviews

- Both the qualitative and quantitative aspects of reviews are analyzed
- Glassdoor's proprietary awards algorithm analyzes reviews based on the language used in the written sections and the data of the employer rankings

3. The consistency of reviews

- Glassdoor's algorithm analyzes the consistency of reviews over the specified period (for instance, for the 2018 listings, reviews from Nov. 1, 2016, through Oct. 22, 2017, were included)
- Glassdoor also notes the trends in reviews over this period and any changes in employee opinion