

2017

KUNUNU QUARTERLY INSIGHTS REPORT

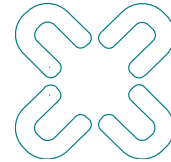
JANUARY - MARCH

kununu 

Complete transparency in the job market

Who we are

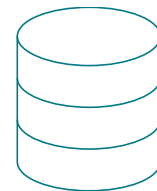
kununu is the original employer review platform committed to creating transparency in the workplace by empowering employees to *get and share insights that really matter to them*. With crowdsourced data on company culture, workplace benefits, perks and much more, kununu ensures that job seekers have an authentic view of life at a company and that employers have a trusted platform to better engage talent.



Long before peer reviews were commonplace, kununu was founded in 2007 in Vienna, Austria. In 2016, kununu and Monster Worldwide entered a joint venture to launch the platform in the US. Headquartered in Boston, MA in the U.S. and in Vienna, Austria in the EU, kununu is the leading employer review platform in Europe and now brings genuine transparency to the US market. For more information, please visit: www.kununu.com/us.

Our data

The kununu database encompasses over 300,000 genuine reviews collected since March 2016 on over 60,000 companies. The sample for this Quarterly Insights Report is comprised of over **25,000 anonymous reviews** generated between January 1, 2017 and March 31, 2017. This represents only a portion of the total reviews kununu has gathered, assured for quality and made freely available online at www.kununu.com/us.



All 25,000+ reviewers rated their company's performance on a scale of 1-5 in over 18 different categories like culture, work-life balance, gender equality, salary satisfaction and management support (one being least satisfied, five being most satisfied). Reviewers also provided further feedback on personal experience as well as the perks and benefits the company offers through traditional text responses.

Our contribution

The unique contribution of this Quarterly Insights Report is delivering a current and aggregate view on how employees evaluate their company's performance as an employer. This information translates into a large set of overall company satisfaction data that we've analyzed and divided into five different sections of core findings:



- (1) Top workplace category performance across all companies
- (2) Overall company ratings by industry
- (3) Overall company ratings by state
- (4) Highest rated companies
- (5) kununu career happiness index by industry & state

01

Workplace Category Performance Across All Companies

		Review Creation Date			
		Q1			
		January	February	March	Average
01	Gender Equality	2.79	3.05	3.05	2.95
02	Workplace Safety	2.76	3.00	3.00	2.91
03	Challenging Work	2.62	2.85	2.87	2.77
04	Handicap Accessibility	2.57	2.82	2.84	2.73
05	Company Culture	2.57	2.76	2.79	2.70
06	Attitude towards colleagues 45+	2.55	2.74	2.81	2.69
07	Teamwork	2.51	2.77	2.80	2.68
08	Inclusive/Diverse	2.39	2.62	2.66	2.55
09	Company Image	2.38	2.61	2.64	2.53
10	Level of Autonomy	2.35	2.57	2.60	2.50
11	Office/ Work Environment	2.35	2.54	2.61	2.49
12	Compensation	2.32	2.54	2.55	2.46
13	Eco Consciousness	2.26	2.49	2.50	2.41
14	Work-Life Balance	2.25	2.43	2.49	2.38
15	Support from Management	2.19	2.38	2.41	2.32
16	Communication	2.14	2.34	2.37	2.27
17	Job security	2.07	2.34	2.35	2.24
18	Career Development	2.06	2.30	2.32	2.21

Support from Management	Does leadership set realistic expectations, communicate clear goals, and involve employees in the decision making process?
Teamwork	Do colleagues work well together and interact in an honest and direct manner?
Level of Autonomy	Are you trusted to work independently?
Company Culture	Overall, how would you rate the company culture?
Communication	Do you receive necessary information to do your job? Are you informed about company results, successes, and challenges through regular communication?
Gender Equality	Are women treated equally in your company? Do they have the same career opportunities?
Career Development	Employees can assess the career prospects, whether or not criteria for professional advancement are established, if employees are being supported through further training and whether or not the company offers good opportunities for personal development.
Compensation for your work	Overall, does your compensation match your work responsibilities? Are you fairly compensated with salary and benefits?
Office/Work Environment	Is the work environment comfortable and suited to the work you are doing? Is there proper ventilation, lighting, temperature control, and technology available?
Work/Life Balance	Does the company value work life balance? Are families taken into consideration? Do you feel peer pressure to work more hours?
Company Image	Are you proud to work for the company?
Attitude towards colleagues 45+	Does the company hire older workers? Are senior colleagues appreciated and supported by the company?
Eco	Does the company demonstrate concern or awareness for the environment? Is there a recycling program in place?
Job Security	Do you feel your job is stable? Is there risk for positions to be eliminated due to financial or organizational restructuring?
Handicap Accessibility	Are company facilities handicap accessible (ramps, elevators)? Does the company provide the tools and resources necessary for people with disabilities?
Workplace Safety	Is the working environment safe and OSHA compliant (if applicable)? Does the company provide training to prevent accidents in the workplace?
Challenging Work	Is your work challenging? Are you proud of the work you produce?
Inclusive/Diverse	Does the company value diversity in the workplace? Are diverse ideas and opinions supported?

02

Overall Company Ratings by Industry

TOP TEN

		Review Creation Date			
		Q1			
		January	February	March	Average
01	Human Resources/ Staffing and Recruiting	2.80	3.91	4.14	3.61
02	Tax Consulting/ Auditing	3.49	3.11	3.62	3.41
03	Arts/ Culture/ Entertainment	3.07	3.75	3.52	3.45
04	Consulting	3.12	3.37	3.46	3.32
05	Research and Development/ Sciences	3.24	3.04	3.16	3.15
06	Information Technology and Services / Network	3.03	3.16	3.25	3.15
07	Health, Wellness & Fitness	3.38	3.03	2.94	3.12
08	Engineering	2.94	3.20	3.04	3.06
09	Telecommunications	2.88	3.15	3.10	3.05
10	Internet/Media	2.92	3.06	3.22	3.07

03

Overall Company Ratings by State

TOP TEN

		Review Creation Date
		Q1
		Average
01	Idaho	3.44
02	Maine	3.15
03	Utah	2.98
04	Louisiana	2.97
05	Kentucky	2.93
06	Washington	2.92
07	Virginia	2.92
08	Minnesota	2.91
09	Arizona	2.88
10	New Hampshire	2.86

04

Highest Rated Companies

TOP TEN

		Review Creation Date
		Q1
		Average
01	State Farm Insurance	4.05
02	TJX Companies	4.00
03	Starbucks	3.81
04	American Airlines	3.76
05	Comcast	3.74
06	Publix Supermarket	3.74
07	Wells Fargo Bank	3.63
08	General Motors Company	3.61
09	PetSmart Inc	3.55
10	Intel	3.53

05

The kununu Career Happiness Index by Industry and State

TOP TEN

DEFINITION

The career happiness index is a specific score average of four rating categories: “Support from Management,” “Challenging work,” “Office/work environment” and “Teamwork.” Together, these four scores measure general job happiness.

a) kununu Career Happiness Index - **Industries**

TOP TEN

		Review Creation Date			
		Q1			
		January	February	March	Average
01	Human Resources/ Staffing and Recruiting	2.38	3.88	4.04	3.59
02	Tax Consulting/ Auditing	3.53	3.13	3.19	3.27
03	Arts/ Culture/ Entertainment	2.73	3.35	3.20	3.06
04	Consulting	2.55	3.03	3.45	3.02
05	Information Technology and Services/ Network	2.95	3.01	2.94	2.96
06	Research and Development/ Sciences	2.77	3.01	3.07	2.92
07	Telecommunications	2.67	2.92	3.03	2.86
08	Event Planning & Event Management	2.57	3.22	2.94	2.86
09	Internet/ Media	2.70	2.92	2.94	2.84
10	Consumer Electronics	2.78	2.94	2.70	2.81

b) kununu Career Happiness Index - **States**

TOP TEN

		Review Creation Date			
		Q1			
		January	February	March	Average
01	Idaho	2.61	3.37	3.73	3.17
02	Maine	2.94	3.43	2.99	3.12
03	South Dakota	2.88	3.00	2.75	2.88
04	Washington	2.45	2.87	2.91	2.76
05	Kentucky	2.57	2.80	2.91	2.75
06	Louisiana	2.77	2.54	2.72	2.70
07	Utah	2.66	2.24	3.07	2.69
08	Arizona	2.60	2.67	2.80	2.69
09	New Mexico	2.78	2.67	2.54	2.69
10	Missouri	2.53	2.77	2.74	2.68

About kununu

kununu is the original employer insights platform committed to creating transparency in the workplace by empowering employees to get and share insights that really matter to them. With insights into company culture, workplace benefits, perks and more, kununu ensures that job seekers have an authentic view of life at a company and that employers have a trusted platform to better engage talent.

Contact

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