

# Best Multinational Workplaces 2022



Great  
Place  
To  
Work®

NEDERLAND  
2022

The Road  
to Greatness

# The Road to Greatness

Being a Best Workplace is not a goal in itself. It's a journey that's never finished. A continuous process with peaks and valleys. A road full of endless discoveries and surprises. With bumps and sidetracks. But what counts is striving for better. You'll encounter all of this on your way to a successful organisational culture.



## Best Workplaces Awards

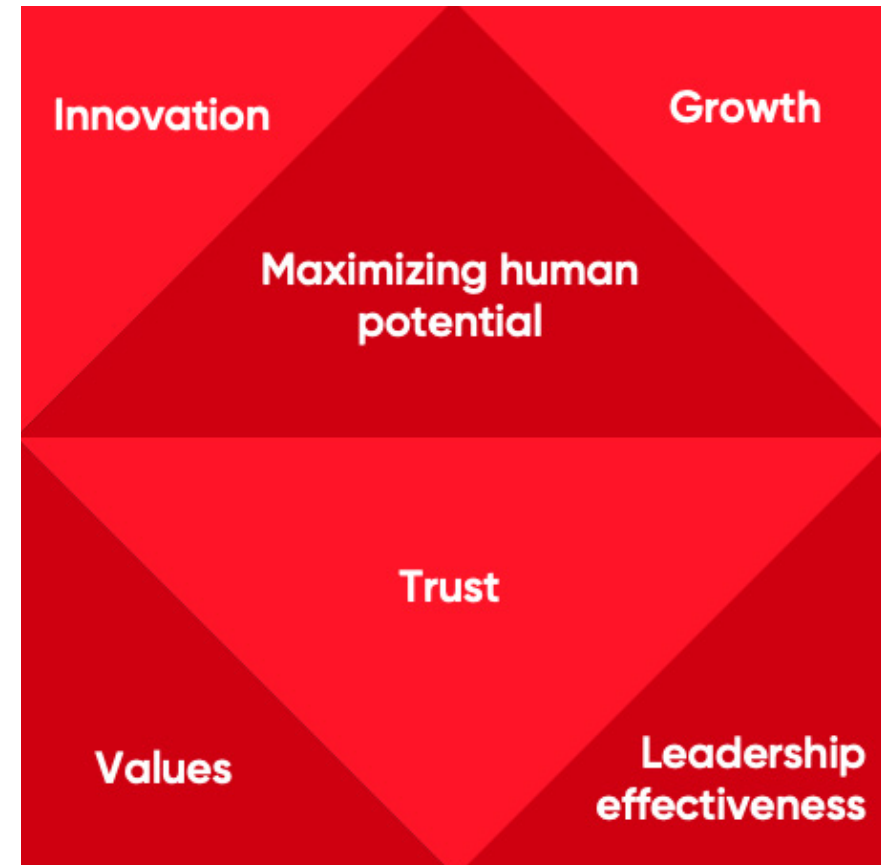
We celebrate these valuable experiences during The Road to Greatness. The Best Workplaces Awards 2022 were presented during a tour across The Netherlands. These organisations have been named a Best Workplace based on the Trust Index employee survey and the Culture Audit culture survey.

This magazine features the **Top 10 Best Multinational Workplaces.**

## Great Place to Work For All

- The Best Workplaces list formula is based on the Great Place to Work For All model.
- A successful organisation starts with a culture of trust. This culture is nourished by meaningful values and effective leadership.
- In such a culture, everyone can use his or her potential. This leads to innovation and results in growth.
- The underlying Trust Index employee survey is carried out annually at more than 10,000 organisations in 62 countries among 12 million employees.

Great Place To Work. **FOR ALL MODEL**



These are the

**10 Best Multinational Workplaces  
of The Netherlands**

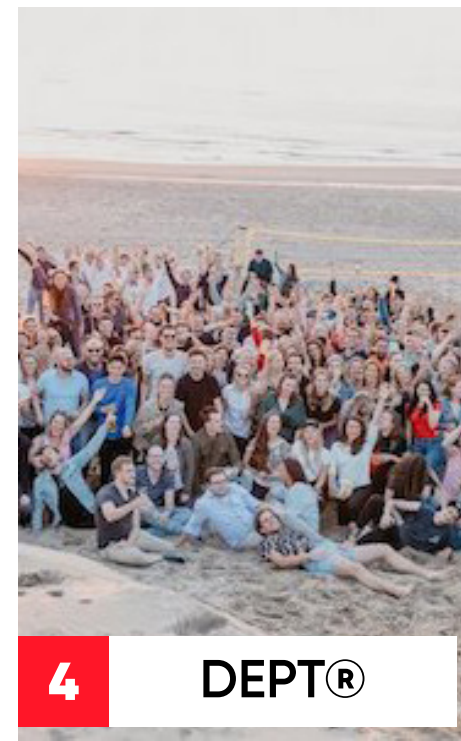




**1** Salesforce



**2** Hilton



**4** DEPT®



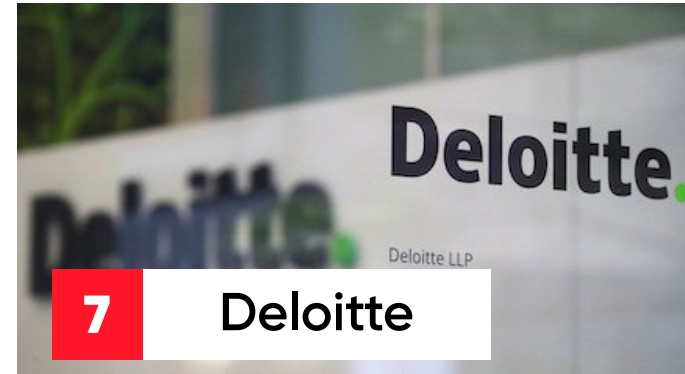
**3** Atlassian



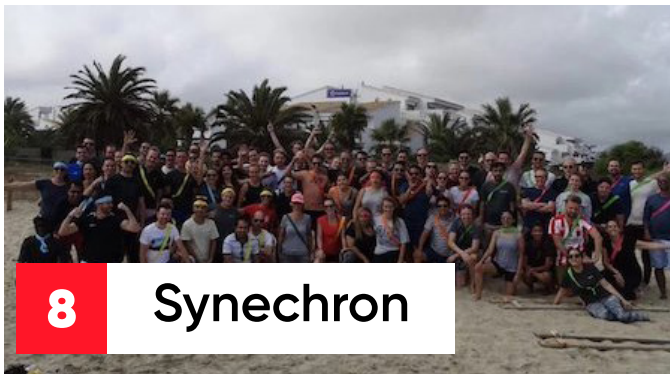
**5** AbbVie



**6** Hilti



**7** Deloitte



**8** Synecron



**9** Chiesi



**10** SentinelOne



# **Best Multinational Workplaces** **in numbers**

# Best Multinational Workplaces

- Organisations with at least **20 employees** in **4 countries**  
and at least **50 employees** in The Netherlands
- **36** organisations have been certified
- **24** participants for the Best Multinational Workplaces list
- **10** organisations made the list



# Did you know that...

- **Salesforce** finished as runner-up last year, but now made it to the first position?
- **Hilton** entered the top 10 for the seventh time?
- **Atlassian** climbed from the 5th position in 2021 to the 3rd position in 2022?
- **DEPT®** made the list for the first time?
- **AbbVie Nederland** made the list for the ninth time?
- **Hilti Nederland B.V.** made the list for the seventh time?
- **Deloitte** made the list for the first time?
- **Synechron** made the list for the fifth time?
- **Chiesi Pharmaceuticals B.V.** made the list for the second time?
- **SentinelOne** made the list for the first time?



Do you want to learn more about these employers?

[Check out all employer pages](#)



# 5 dimensions

- The Great Place to Work survey measures five universal values: Credibility, Respect, Fairness, Pride and Camaraderie.
- This overview shows the scores on the five dimensions for the Best Multinational Workplaces.
- The average Trust Index is **80%**.
- Being a good employer is not about facilities, a ping-pong table or parties. It's about how you treat each other as people, and the beauty of that is: behaviour is free. But behaviour is difficult to change. Our consultants help organisations in this culture change.



Credibility: 81%



Respect: 78%



Fairness: 79%



Pride: 79%



Camaraderie: 85%

# Making a difference

- Looking at our statements, where do the Best Multinational Workplaces make the difference?
- Based on the 60 statements of the Trust Index, a comparison was made between the Best Multinational Workplaces and certified organisations of the same size.
- The top 10 makes the difference on the themes relating to leadership like vision, managing expectations and sharing information.
- On the next page you'll find the scores on the corresponding statements.

you

are

the

change

# Top 5 biggest differences

1. Management has a clear view of where the organization is going and how to get there.



2. Management makes its expectations clear.



3. Our customers would rate the service we deliver as 'excellent'.



4. Management does a good job of assigning and coordinating people.

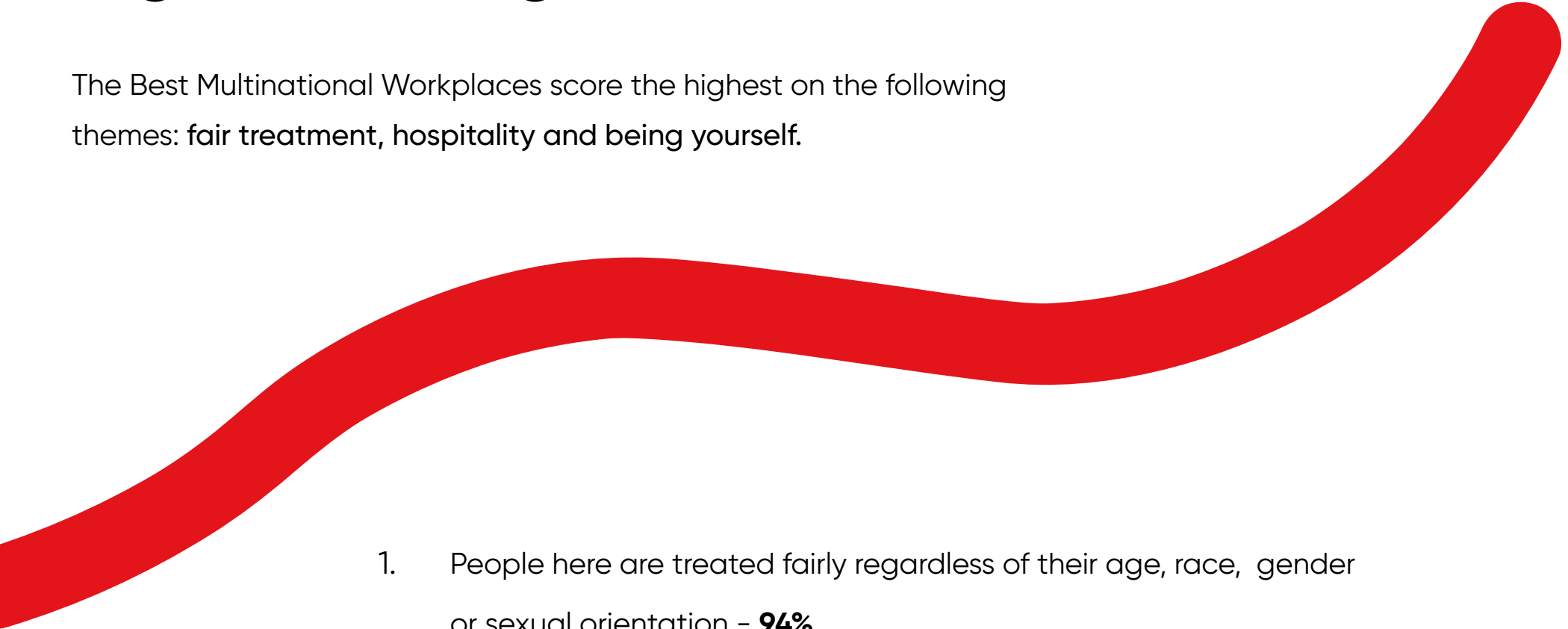


5. Management keeps me informed about important issues and changes.




# Highest scoring themes

The Best Multinational Workplaces score the highest on the following themes: fair treatment, hospitality and being yourself.

- 
1. People here are treated fairly regardless of their age, race, gender or sexual orientation - **94%**
  2. This is a physically safe place to work - **93%**
  3. When you join the company, you are made to feel welcome - **91%**
  4. I can be myself around here - **90%**
  5. I am given the resources and equipment to do my job - **90%**

# Chances

Even the best employers have room for improvement. The Best Multinational Workplaces score lowest on the themes of fair remuneration and involving employees in decision-making.

- 
1. I feel I receive a fair share of the profits made by this organization - **52%**
  2. We have special and unique benefits here - **59%**
  3. People here are paid fairly for the work they do - **59%**
  4. Promotions go to those who best deserve them - **65%**
  5. Management involves people in decisions that affect their jobs or work environment - **69%**

# Great Place to Work For All

- You're only a Great Place to Work For All if there's little or no difference in experience between different demographic groups. It is not enough to be a good employer for the homogeneous group, you must be a good employer for each and every one of them. In this magazine we highlight three demographic questions:
- **Gender** consists of the answer options Woman, Man and Gender Neutral\*.
- **Age** consists of five categories, from 25 years and below to 55 years and above.
- **Hierarchical position** consists of four answer options: from employee to CEO.

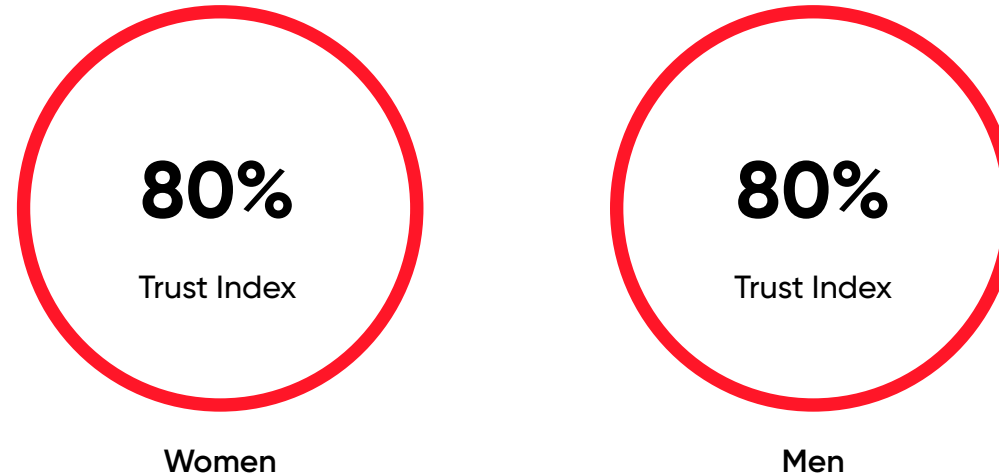
\* There are too few respondents on Gender Neutral in our data to report it.



**"If you are not maximizing the human potential in your organization – getting the most from everyone – you cannot realize the full potential of your business."**

- Michael C. Bush, Global CEO Great Place to Work

# Men more positive about about making a difference and fair payment



## Biggest differences between women and men looking at statements:

1. I feel I make a difference here (*women 71% versus men 77%*).
2. People here are paid fairly for the work they do (*women 56% versus men 61%*).
3. Management hires people who fit in well here (*women 76% versus men 72%*).

# Older people more positive about their own work, younger people more positive promotions

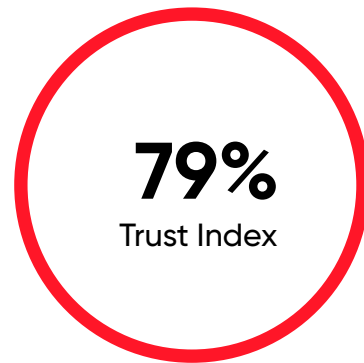


## Biggest differences between 25 years or younger and 55 years or older looking at statements:

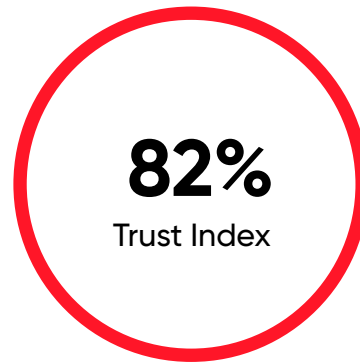
1. My work has special meaning: this is not "just a job." (25 years or younger 68% versus 55 years or older 85%).
2. I feel good about the ways we contribute to the community (25 years or younger 75% versus 55 years or older 81%).
3. Promotions go to those who best deserve them (25 years or younger 67% versus 55 years or older 61%).



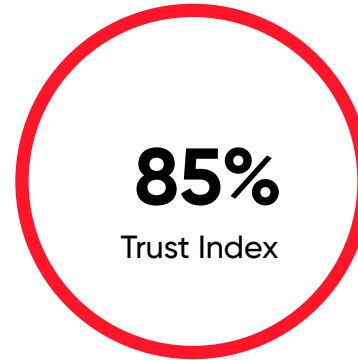
# Executive/C-Level Leader more positive about its own work and involving employees



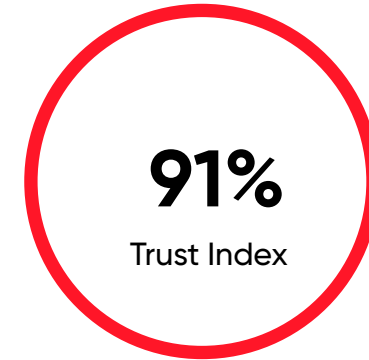
Employee



Frontline Manager or Supervisor



Mid-Level Manager



Executive/C-Level Leader

## Biggest differences between employees and Executive/C-Level Leader looking at statements:

1. I feel I make a difference here (*Executive/C-Level Leader 95% versus employee 70%*).
2. Management involves people in decisions that affect their jobs or work environment (*Executive/C-Level Leader 86% versus employee 67%*)
3. Management hires people who fit in well here (*Executive/C-Level Leader 91% versus employee 72%*).



# **Is your organisation a Best Workplace?**

**Start the route to a successful organisational culture**

## Step 1

## Step 2

## Step 3

## Step 4

### Ask for employee feedback

Schedule two weeks to conduct the Trust Index survey, complete the Culture Brief and answer the five questions of the Culture Audit.

### Get Certified!

If your organisation meets the certification criteria, you're allowed to use the Great Place to Work Certified logo for one year.

### Follow-up

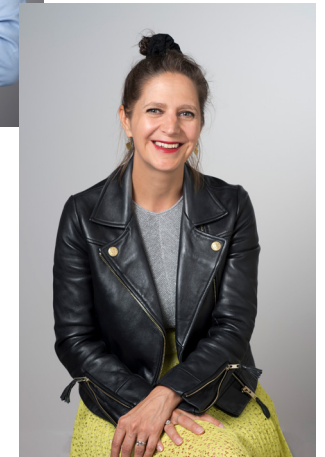
Focus on the points for improvement and celebrate your successes. Use the Certified logo in your external communication.

### Best Workplaces Awards 2023

In April 2023, we'll let you know if you made the list of Best Workplaces 2023.

# Culture is your #1 priority

- From a low-trust environment to a close-knit club, building internal culture is indispensable for any organisation. It always pays to get input from your colleagues.
- Our consultants can support you in every step of the way. Think of drafting a people strategy, facilitating good conversations and leadership coaching. You are never alone!
- The Best Workplaces list is based on our Trust Index employee survey and the strategic Culture Audit. You can start the survey at any time. It'll give you valuable insights to work with. Making number 1 on the list is not the most important goal, your culture is.



Are you ready to be a  
successful organisation?

**Book an online meeting!**