

Best Small Workplaces 2022



Best
Workplaces™

Great
Place
To
Work®

NERLAND
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

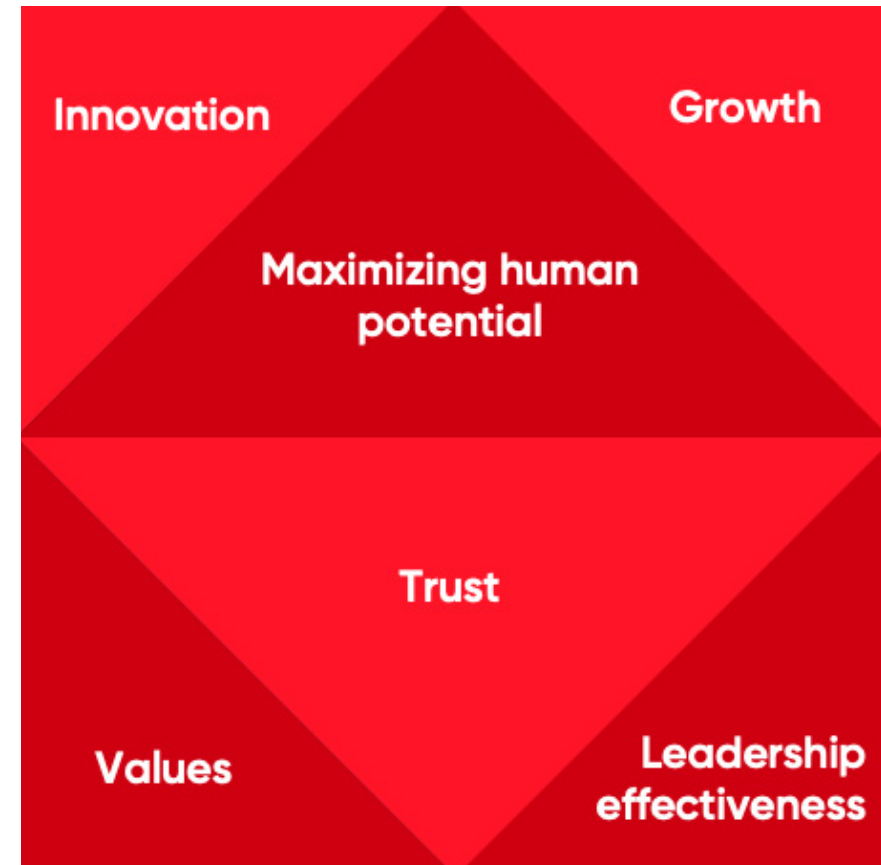
We celebrate these valuable experiences during The Road to Greatness. The Best Workplaces Awards 2022 were presented during a tour across The Netherlands. These organisations have been named a Best Workplace based on the Trust Index employee survey and the Culture Audit culture survey.

This magazine features the **Top 10 Best Small 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 Small Workplaces
of The Netherlands**





1 ViewSonic



2 Republic



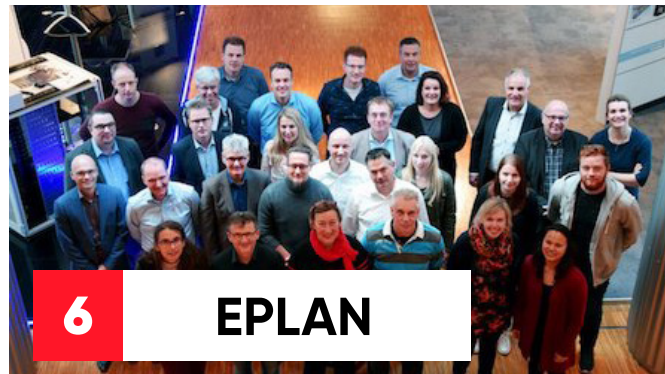
4 Protime BV



3 Dopper



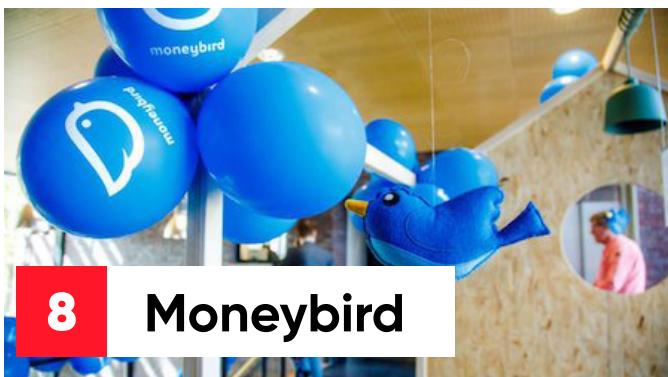
5 Whyellow



6 EPLAN



7 Jobsrepublic



8 Moneybird



9 Yellowgrape



10 Derksen & Drolsbach



Best Small Workplaces
in numbers

Best Small Workplaces

- Organisations with **20 to 50** employees
- **49** organisations have been certified
- **18** participants for the Best Small Workplaces list
- **10** organisations made the list



Did you know that...

- **ViewSonic** participated for the first time this year and came straight in at number 1?
- **Republiq** made the list for the fifth time?
- **Dopper** climbed from the 6th position in 2020 to the 3rd position in 2022?
- **Protime BV** entered the top 10 for the seventh time?
- **Whyellow** climbed from the 7th position to the 5th position?
- **EPLAN Software & Services B.V.** made the list for the second time?
- **Jobsrepublic** made the list for the second time?
- **Moneybird** from Enschede made the list for the first time?
- **Yellowgrape** made the list for the second time?
- **Derksen & Drolsbach** 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 Small Workplaces.
- The average Trust Index is **90%**.
- 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: 91%



Respect: 88%



Fairness: 91%



Pride: 88%



Camaraderie: 94%

Making a difference

- Looking at our statements, where do the Best Small Workplaces make the difference?
- Based on the 60 statements of the Trust Index, a comparison was made between the Best Small Workplaces and certified organisations of the same size.
- The top 10 makes the difference on the following themes: expectation management, vision, integrity, fair remuneration and unique working conditions.
- On the next page you'll find the scores on the corresponding statements.

you

are

the

change

Top 5 biggest differences

1. Management makes its expectations clear.



2. We have special and unique benefits here.



3. I feel I receive a fair share of the profits made by this organization.



4. People here are paid fairly for the work they do.

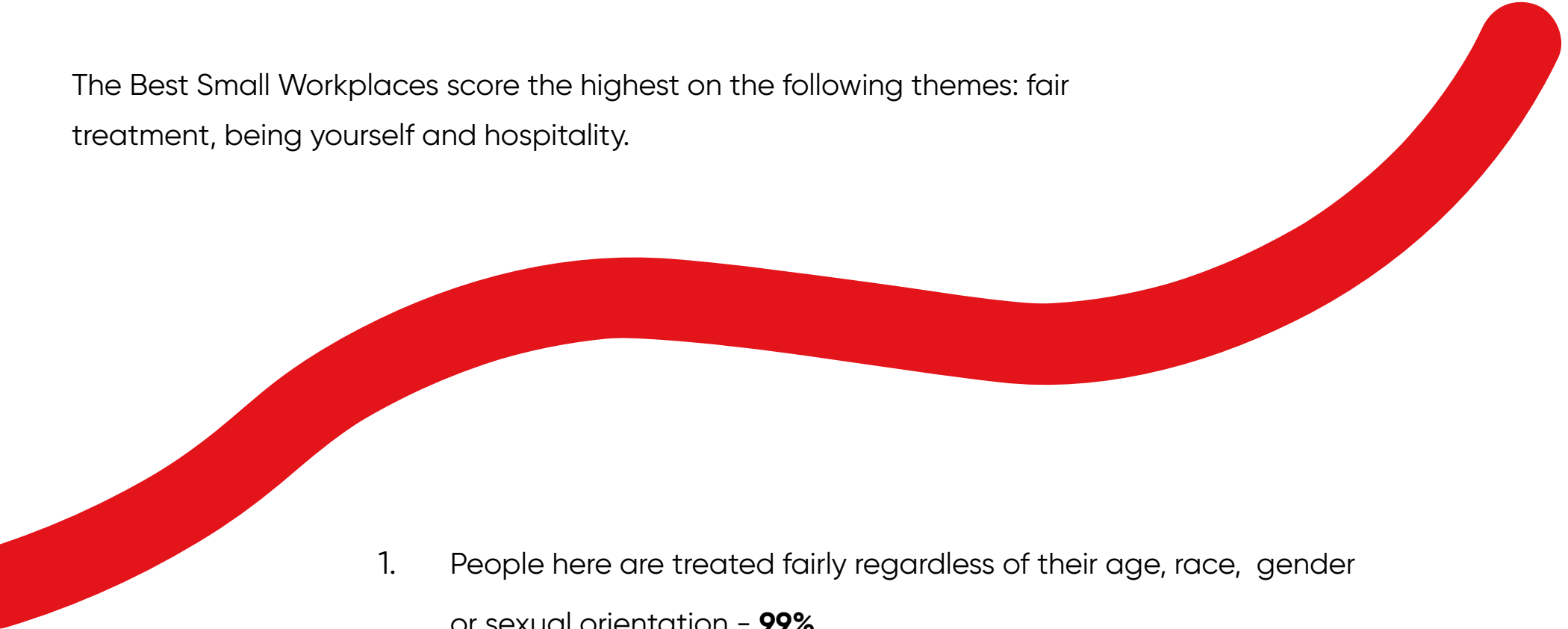


5. Management has a clear view of where the organization is going and how to get there.



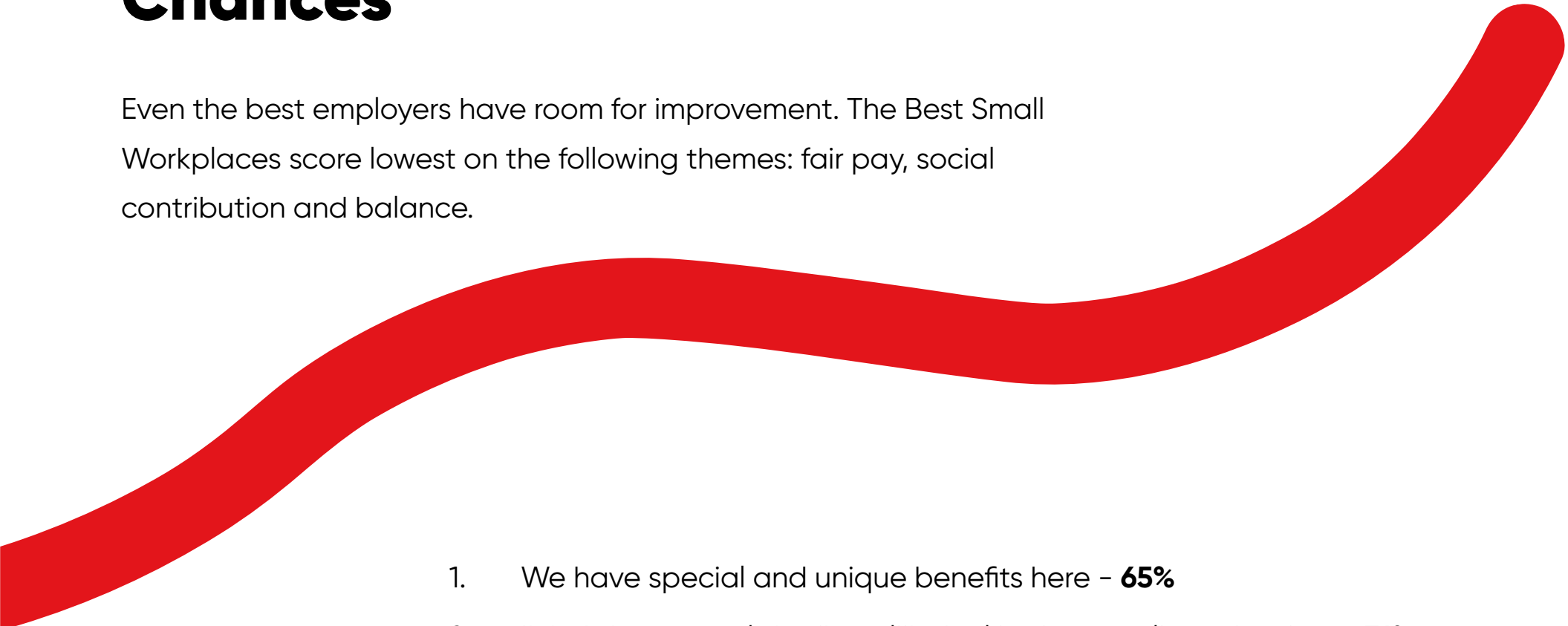
Excellerators

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

- 
1. People here are treated fairly regardless of their age, race, gender or sexual orientation - **99%**
 2. This is a physically safe place to work - **97%**
 3. This is a fun place to work - **97%**
 4. I can be myself around here - **96%**
 5. When you join the company, you are made to feel welcome - **96%**

Chances

Even the best employers have room for improvement. The Best Small Workplaces score lowest on the following themes: fair pay, social contribution and balance.

- 
1. We have special and unique benefits here - **65%**
 2. Ik heb het gevoel dat ik eerlijk deel in de gerealiseerde winst - **71%**
 3. I feel good about the ways we contribute to the community - **76%**
 4. People are encouraged to balance their work life and their personal life - **79%**
 5. Management does a good job of assigning and coordinating people - **80%**

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.

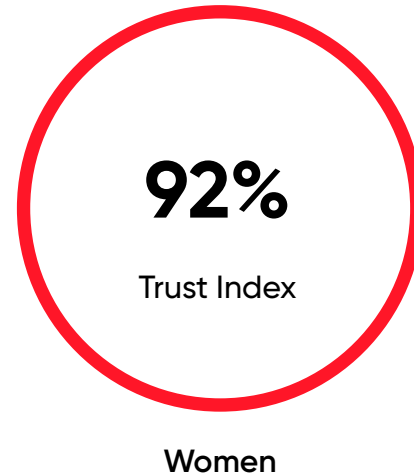
* There are too few respondents on Gender Neutral in our data to report it.



"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

Women more positive about social contribution, appreciation and benefits



Biggest differences between women and men looking at statements:

1. I feel good about the ways we contribute to the community (*women 84% versus men 71%*).
2. We have special and unique benefits here (*women 71% versus men 62%*).
3. We celebrate people who try new and better ways of doing things, regardless of the outcome (*women 95% versus men 87%*).

Older people more positive about their own work, younger people more positive about their input



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

1. I feel I make a difference here (*25 years or younger 71% versus 55 years or older 87%*).
2. My work has special meaning: this is not "just a job." (*25 years or younger 75% versus 55 years or older 91%*).
3. Management genuinely seeks and responds to suggestions and ideas (*25 years or younger 89% versus 55 years or older 75%*).

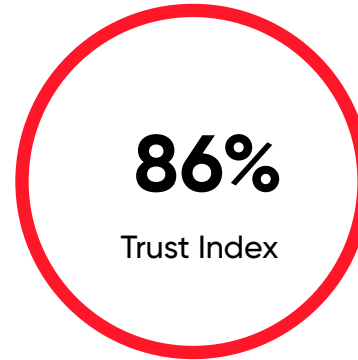
Executive/C-Level Leader more positive about its own work, fair remuneration and appreciation



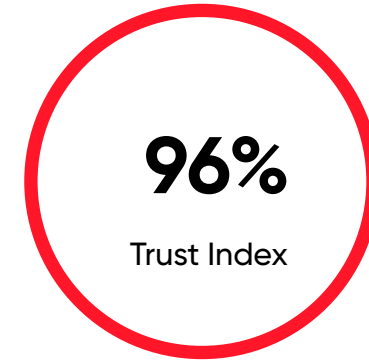
Employee



Frontline Manager or Supervisor



Mid-Level Manager



Executive/C-Level Leader

Biggest differences between employees and management looking at statements:

1. My work has special meaning: this is not "just a job" (*Executive/C-Level Leader 98% versus employee 78%*).
2. I feel I receive a fair share of the profits made by this organization (*Executive/C-Level Leader 93% versus employee 68%*).
3. Management shows appreciation for good work and extra effort (*Executive/C-Level Leader 95% versus employee 83%*).



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

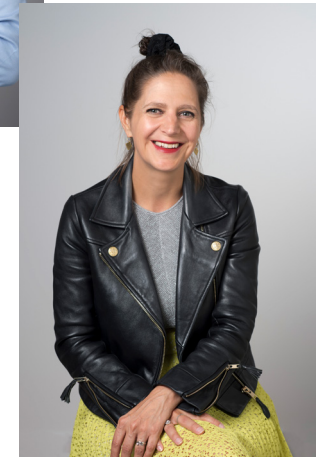
Focus on the points for improvement and celebrate your successes. Use the Certified logo in your external communication.

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!](#)