

Insights : Key Differentiators of Best Workplaces in Sri Lanka

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Great Place to Work® Conference 2018

“Towards an On-Demand Economy”

Key Differentiators of Best Workplaces in Sri Lanka

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We work with over **10,000** organizations every year across **58** countries.

Our employee survey tool **Trust Index®** is strengthened over **30 years** of research and optimized for perception mapping

The world's largest most recognized study, directly surveying over **3.5 million** employees every year and impacting **>12.5 million** employees across the globe.

We possess the largest repository of **best people practices** and understand how organizations create and sustain a **great workplace**

With **>120 best workplace lists** conducted worldwide we are the exclusive provider of global, national & industrial **benchmarks**

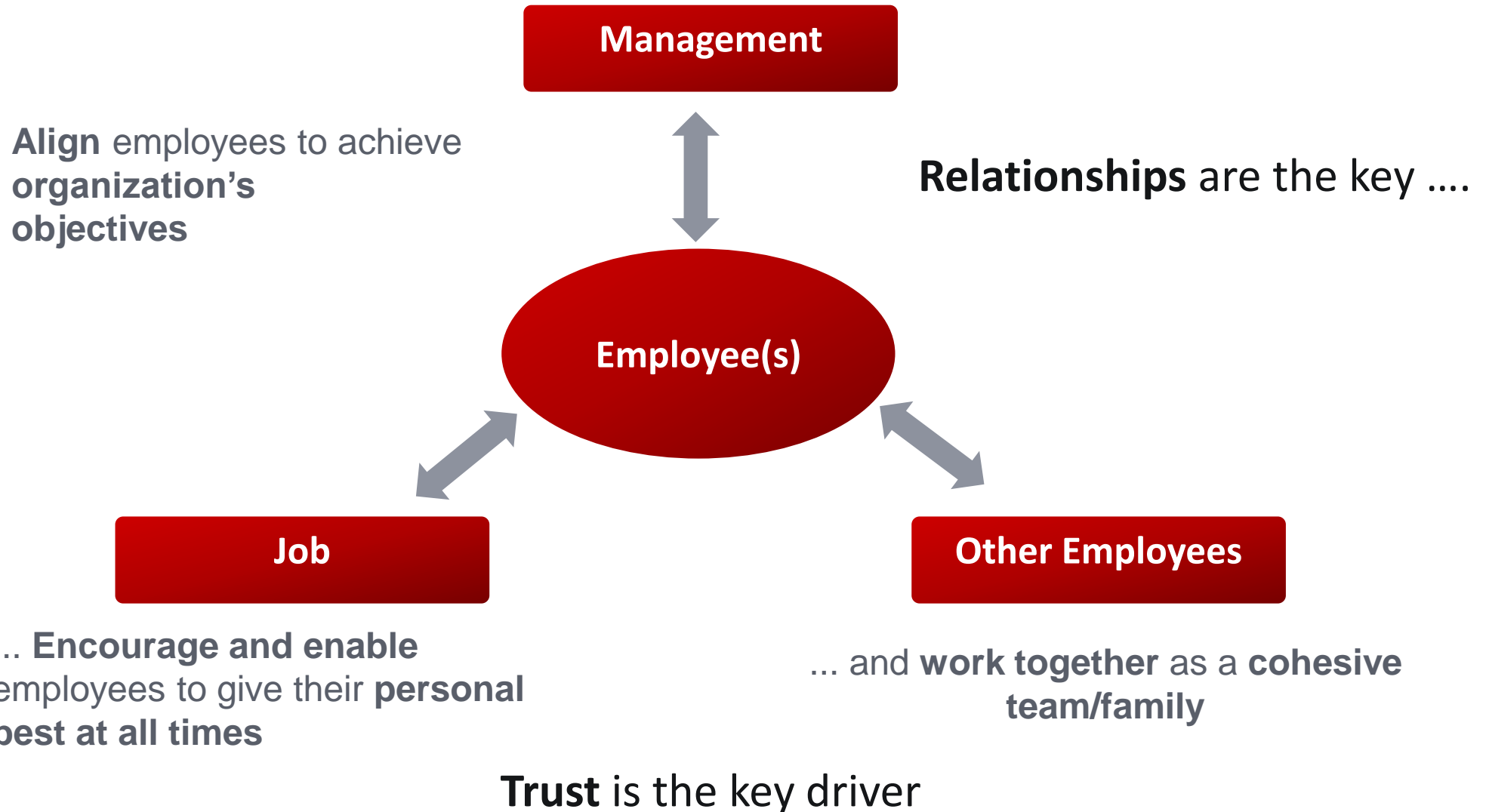
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Transform

Recognize

We are the Great Place to Work® Institute

Great Workplace Culture enables managers to



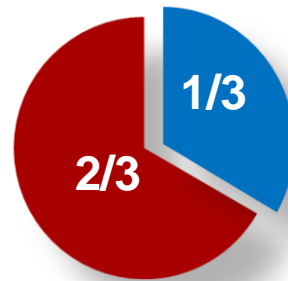
Our Framework – Two Lenses

Trust Index[®] Employee Perspective (2/3rd)



What Employees Say

Methodology: Analysis is done on the basis of the survey instrument filled out by employees.



Culture Audit[®] Management Perspective (1/3rd)



What Managers Do / Can Do

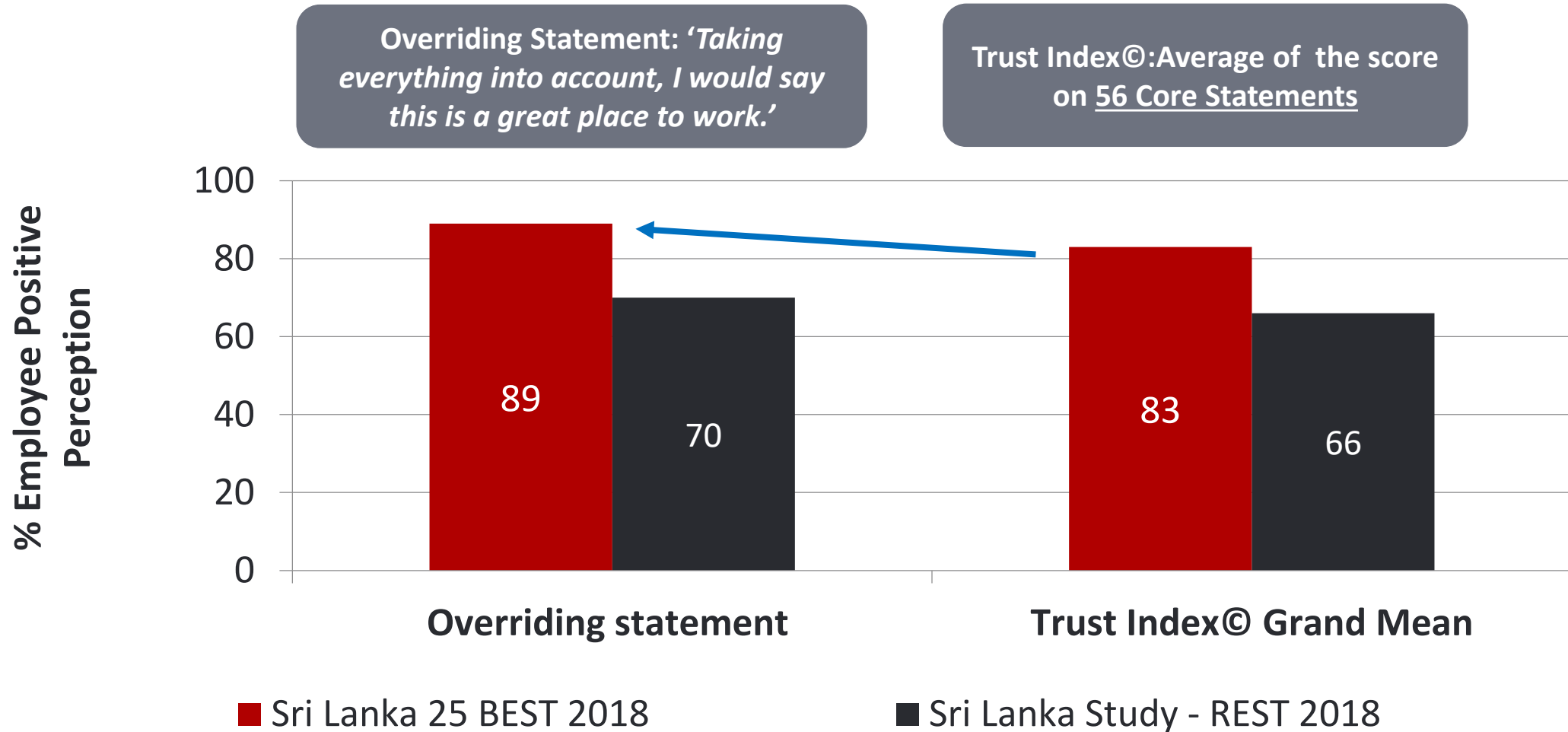
Methodology: A questionnaire is filled up by the HR team of the company describing in detail the current practices and policies adopted.

Cumulative information from this year's Study

- **115+** Surveys conducted over the cycle
- Representing over **20** key industry sectors (Ex- IT, Logistics, Insurance, Manufacturing and so on)
- Receiving **83%** response rate by,
- Covering a sample of over **30,000 participants** representing a workforce of nearly **62,000 employees** across Sri Lanka for this cycle in 2017-2018

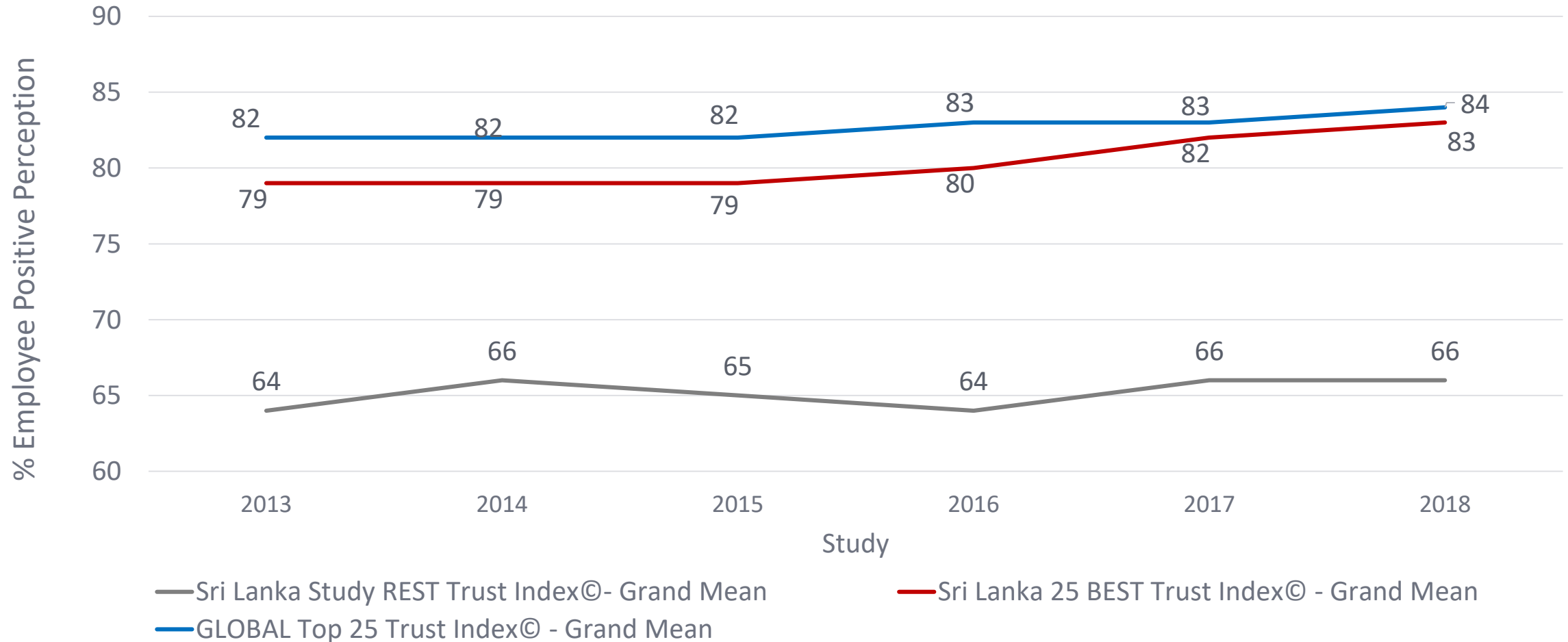
The list of the 25 Best Workplaces in Sri Lanka for 2018 was compiled and analysis conducted using this data as the foundation.

Best Workplaces - Big Picture

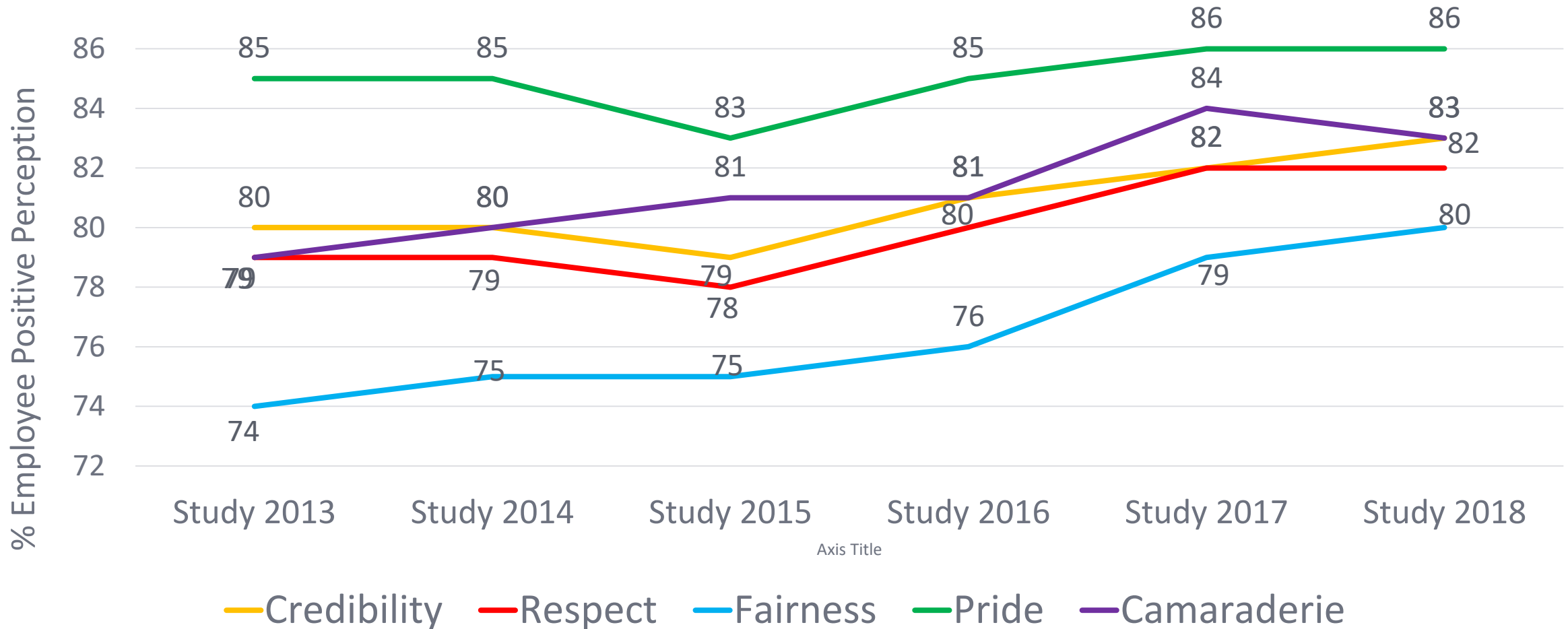


A Gap of 5-10 points between the Trust Index Grand Mean and the Overriding statement is an indicator of a healthy bond between employees and the organization

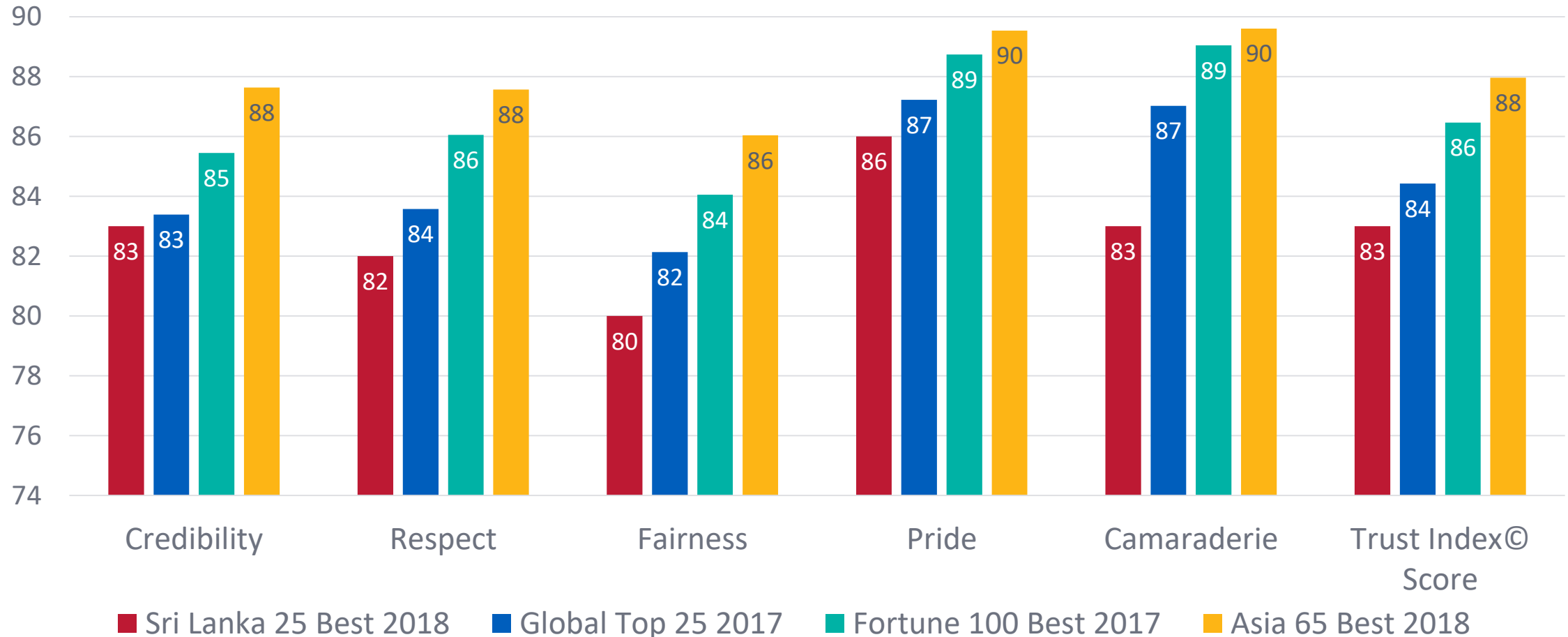
Best Workplaces Movement of Trust Index© Grand Mean



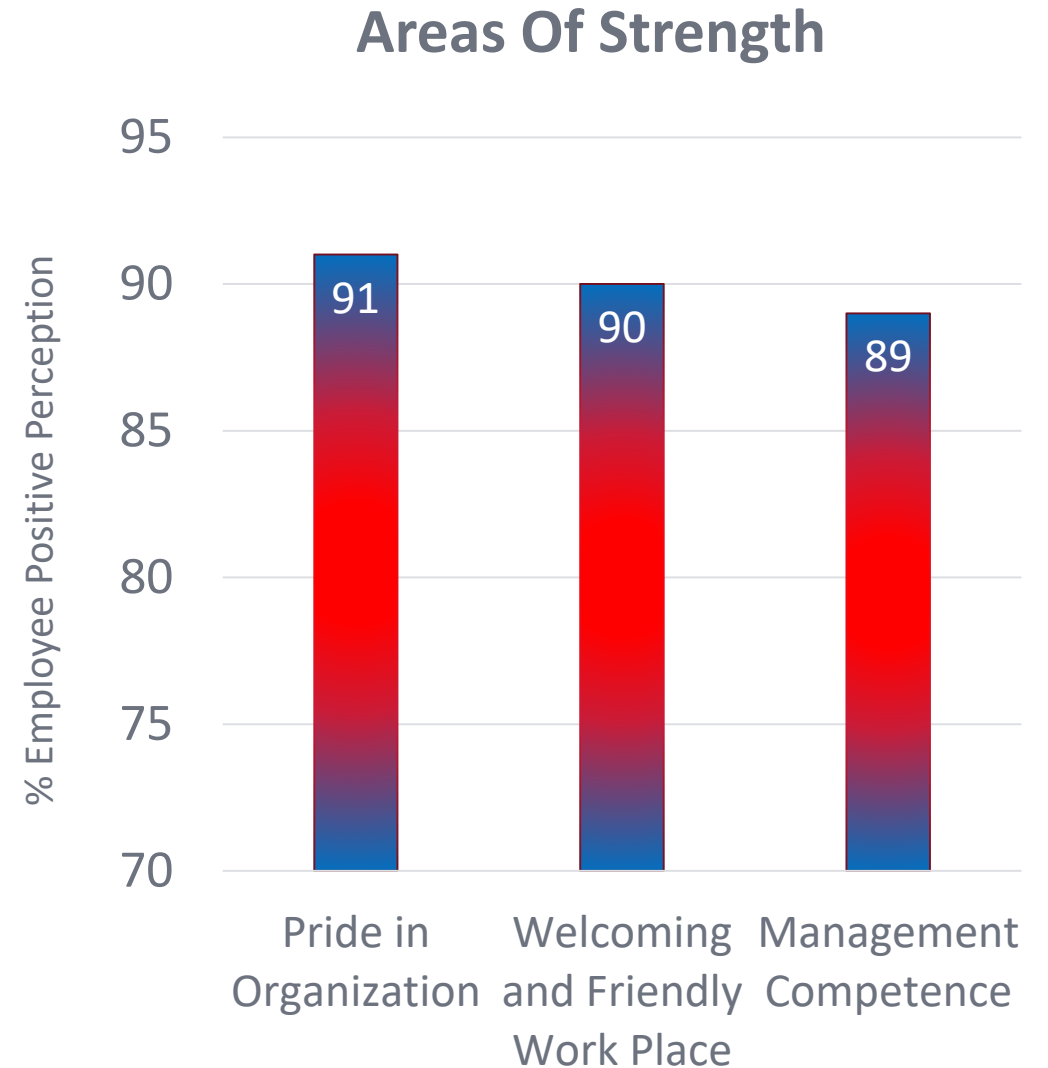
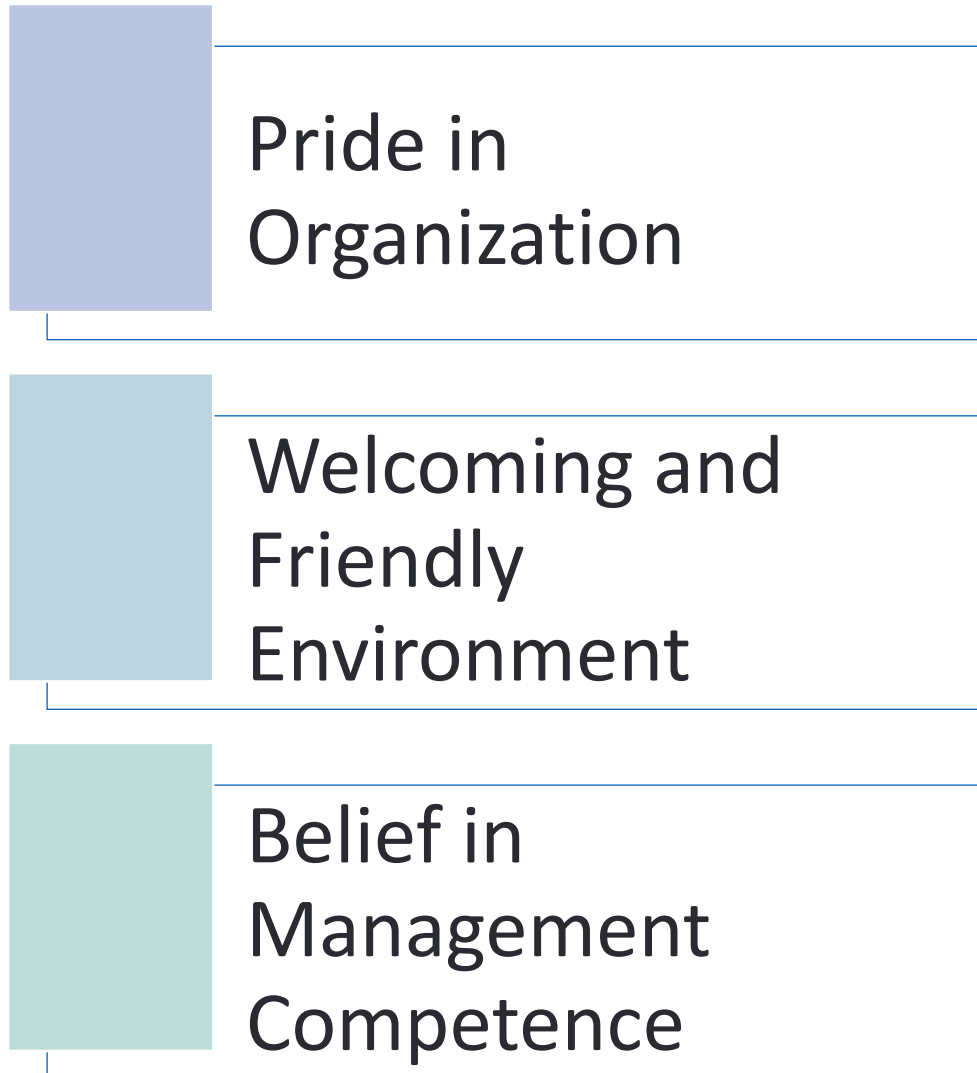
Best Workplaces - Movement of Key Dimensions Over the Years



Best Workplaces – Dimensions - Regional and Global Comparison



Consistent High Scores for Best Workplaces



THE BEST VS. THE REST

15

Areas in which
the BEST
Out Score
the REST

CREDIBILITY

FAIRNESS

RESPECT

Biggest Gaps - BEST Vs. REST

		BEST	REST
CREDIBILITY	Manager delivers promises	78%	54%
	Managers Actions Match Words	75%	51%
	Managers Assigning & coordination of work	82%	61%
	Management Attracts Right Talent	83%	62%
	Manager expectations made clear	85%	65%
	Mangers hire the right fit	77%	57%

BEST have Advantage of a **20+ Point Gap** Over the Rest in these areas

* Average % of Positive Perception

Biggest Gaps - BEST Vs. REST

		BEST	REST
FAIRNESS	Fair Pay	75%	51%
	Fair Promotions	72%	48%
	Fair Share of Profits	73%	50%
	Fair appeals for grievances	82%	60%
	Fair Performance Evaluation	80%	58%
	Recognition for All	80%	60%
	Managers avoid favoritism	68%	48%

BEST have Advantage of a
20+ Point Gap
Over the Rest
in these areas

* Average % of Positive Perception

Biggest Gaps - BEST Vs. REST

		BEST	REST
RESPECT	Unique Benefits	79%	56%
	Managers Sincere Care for Employees	83%	63%

BEST have Advantage of a
20+ Point Gap
Over the Rest
in these areas

* Average % of Positive Perception

Key Drivers for Best Workplaces 2018



Key Drivers are the Areas most significantly correlated to the Overriding perception of a Great Workplace among the Best 25 Workplaces



"We are what we repeatedly
do. Excellence, then, is not
an act, but a habit."

~Aristotle



Great Place to Work's mission is to aid in building a better society by helping organisations to transform their workplaces and create a high trust, high-performance culture.

Wherever you are on your journey, you're invited to join in and contribute to making a Great Place to Work for all.

Thank You

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