

Good Companies

People perform work to earn the money they need to buy the goods and services they desire. But is all work the same? And are all companies the same to work for? We know that people do many different types of work. The work people do helps to bring goods and services to the market place. For example, suppose your family decided to take a vacation. After deciding on a destination, your family must decide where you will stay while on vacation. If you decide to stay in a hotel, you must decide at which hotel you will stay. There are many different hotel companies to choose from. Your family must carefully consider the location and amenities of the various hotels in the area you will stay. Likewise, a person who is looking for a job has many choices about where they work, and they, too must research companies to decide where they would like to work.

How can a worker decide which company to work for? Are some companies better than others to work for? There are many factors that workers should consider when deciding where they want to work. Some organizations like *Great Place to Work Institute* conduct employee surveys which rate how satisfied workers are at some larger companies. While no company has 100 percent satisfied employees, some companies seem to have happier employees than others when it comes to the work that they perform. Those companies have some common characteristics.

Worker Satisfaction

Companies that have the most satisfied employees treat their employees with respect. They are honest with their employees, share information with them, and listen to their ideas. These companies have a purpose, or mission, that is understood by all their employees.



They also treat their workers fairly. They pay workers a competitive wage and give them good benefits, including healthcare and other rare extras, like paid time off for new parents, on-site childcare, or reimbursement for health club memberships.

These companies also help employees who want to advance in their careers. They have strong training programs, reimburse tuition for education, and offer quality mentoring programs—especially for women and minorities.

The companies with the most satisfied workers often understand that people have lives outside of work that require their time and attention. They know it's give and take. They realize that by providing a good work-life balance, they'll earn loyalty and commitment from their employees. These companies understand that hard work is best partnered with fun, humor, and relaxation. They are good citizens of their communities and of the world. They think about their impact on the environment, come up with creative ways to support local projects or small businesses, and actively promote volunteerism among their employees.