



**BEST COMPANIES TO
WORK IN MYANMAR**

— 2020 —

Employee's Choice

Powered by JobNet.com.mm

THE BCIM REPORT 2020

Company Name: COMPANY NAME HIDDEN

Total Respondents: 145

Date: 14 August 2020

FOREWORD



Dear Reader,

from all of us at JobNet as well as the BCIM committee, we thank you for participating in the BCIM program.

As employers like yourself look to find new ways to attract and retain the best talent, and job seekers seek for new ways to identify the best workplaces, the BCIM campaign provides a platform that can serve both needs.

Not only will you enjoy extensive employer branding benefits, but with this report we aim to provide you with a range of insights on employee engagement levels within your organization. The data in this report is designed to provide you with a meaningful base to help you identify areas of growth, areas of pride and overall a better understanding of how your organization is positioned in the market.

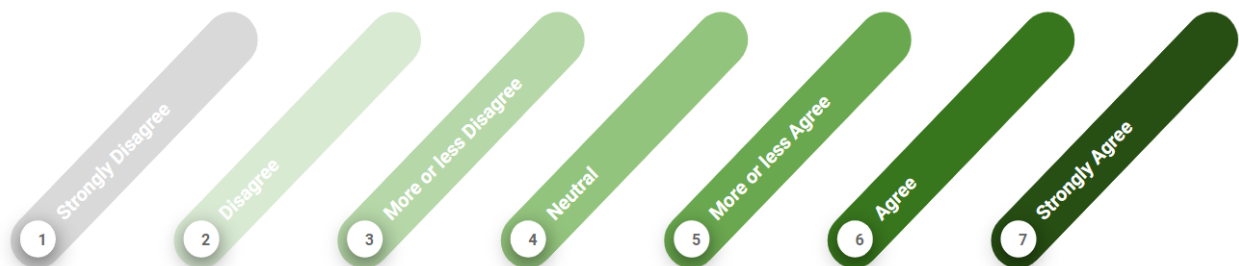
To your success,

Matt De Luca
Managing Director
JobNet.com.mm

METHODOLOGY



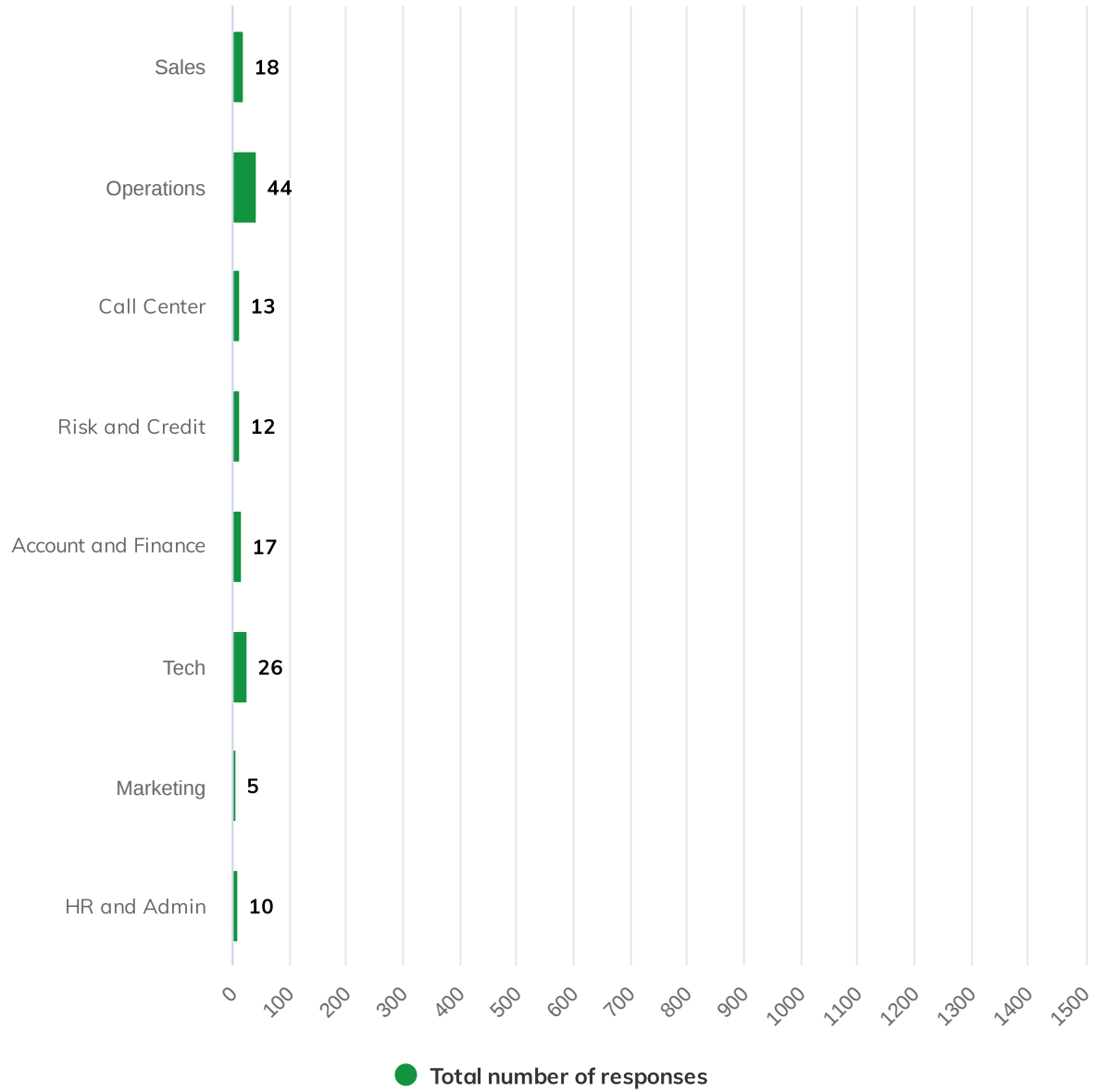
The 70 question survey is divided into 7 functional areas, aimed at assessing all major areas that drive workplace engagement and satisfaction. From measuring employees' general alignment with company strategy to assessing the overall satisfaction with management and leadership in the business. Other parts include measuring satisfaction levels pertaining to teamwork, career growth opportunities and the overall work environment. Each question is measured on a 7-Point Likert scale. All participating companies must reach a required minimum number of responses threshold, varying on company size and on average ranging around 80% of all full time white-collar employees in an organization. Those who achieve a minimum overall score of 4.9/7 will have the option to officially be recognized and listed as "Best Companies to Work in Myanmar" for a given year.



RESPONDENTS DETAILS



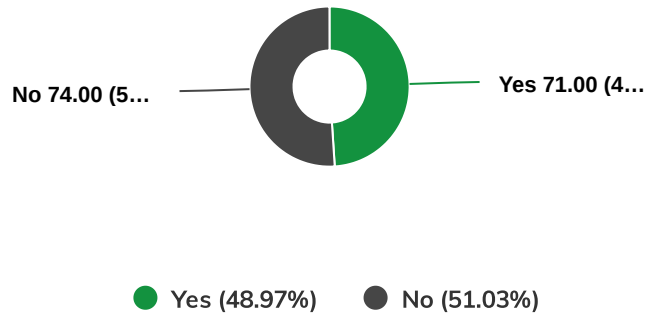
Departments



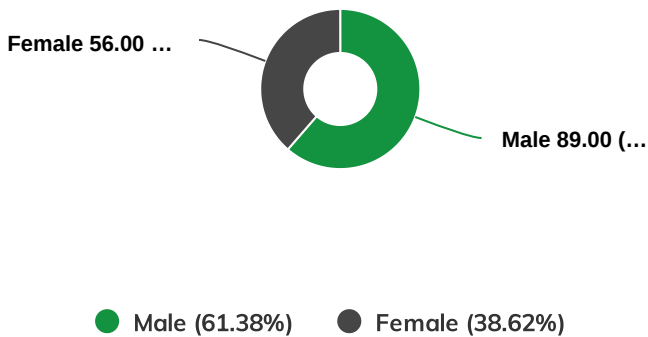
RESPONDENTS DETAILS



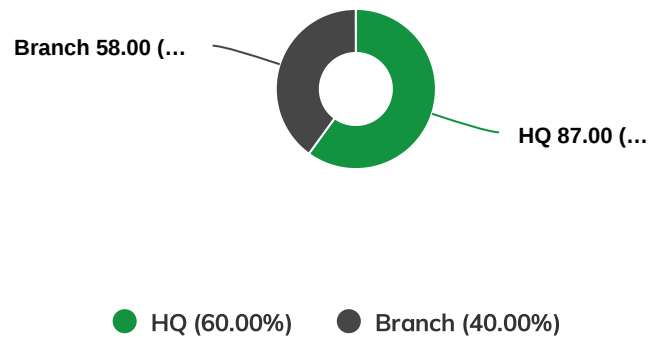
Previous experience in same industry



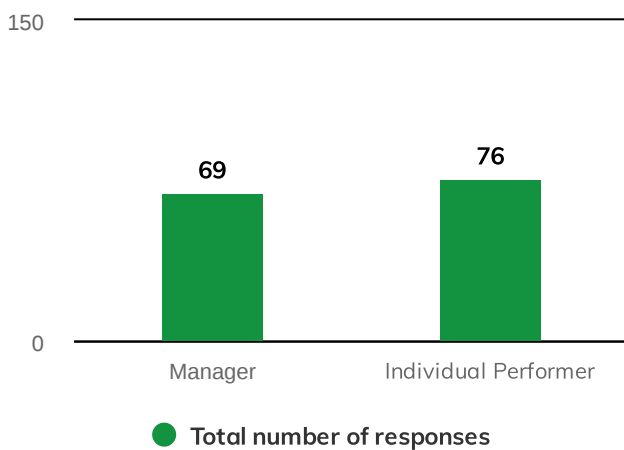
Gender



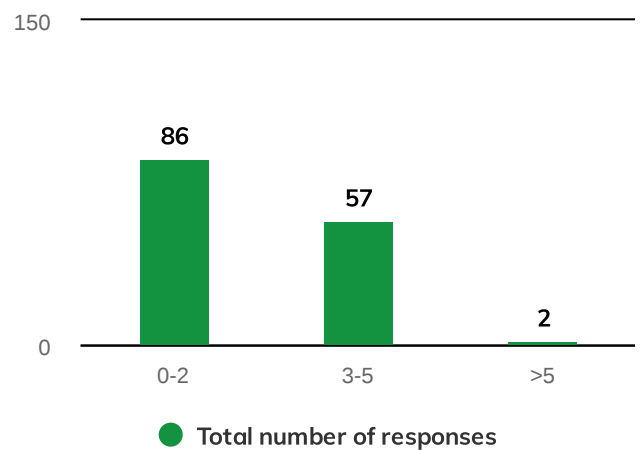
Location



Role



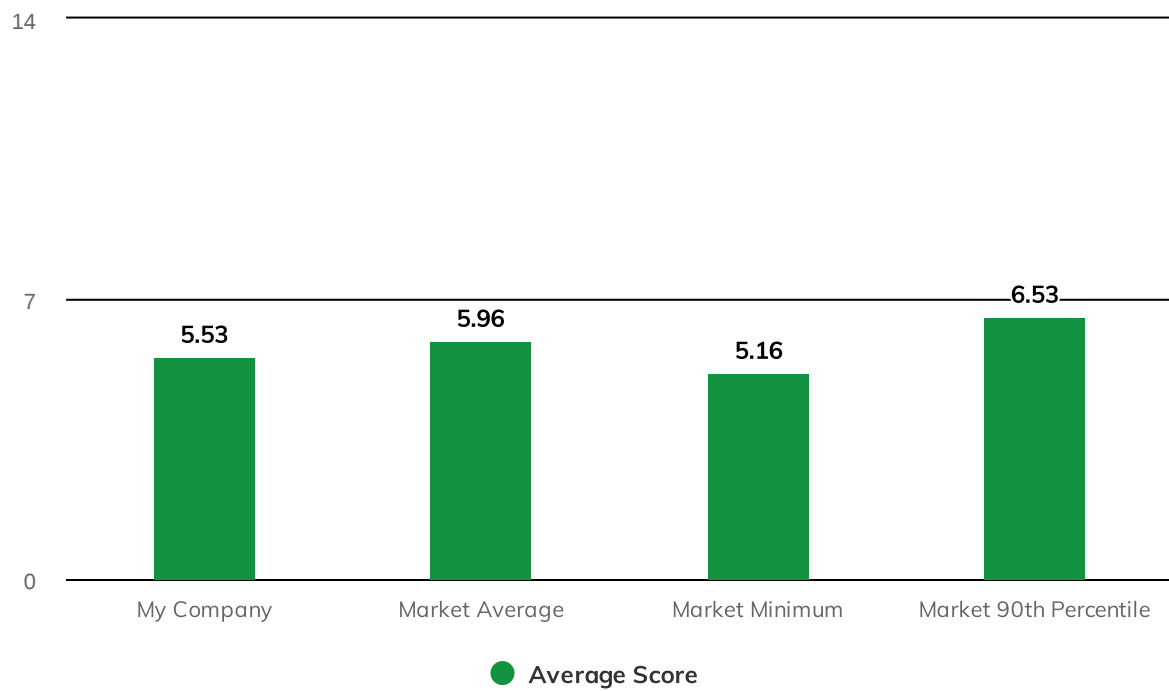
Tenure in Years



OVERALL SUMMARY



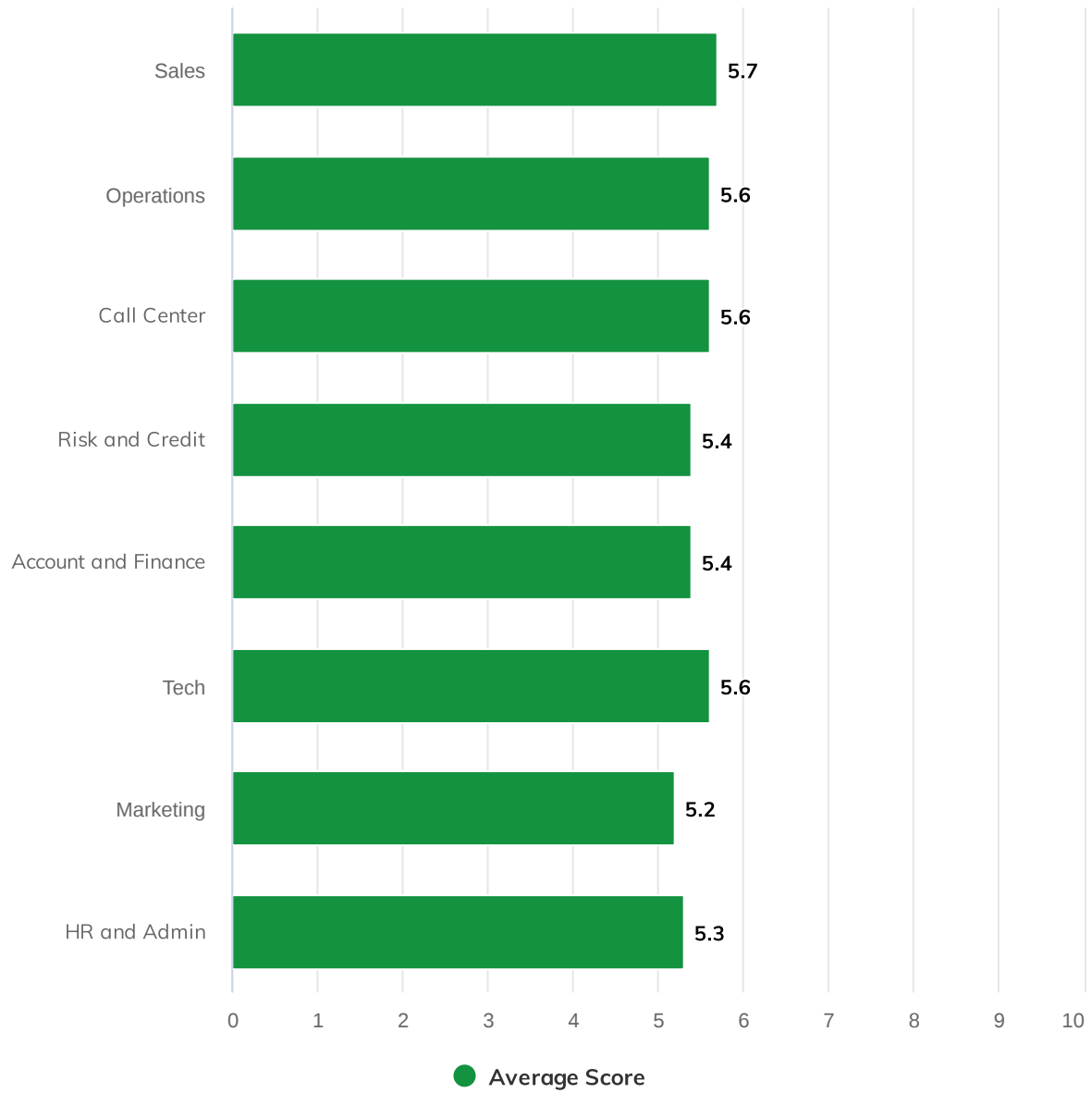
Overall average scores



OVERALL AVERAGE EMPLOYEE ENGAGEMENT SCORES ACROSS SEGMENTS



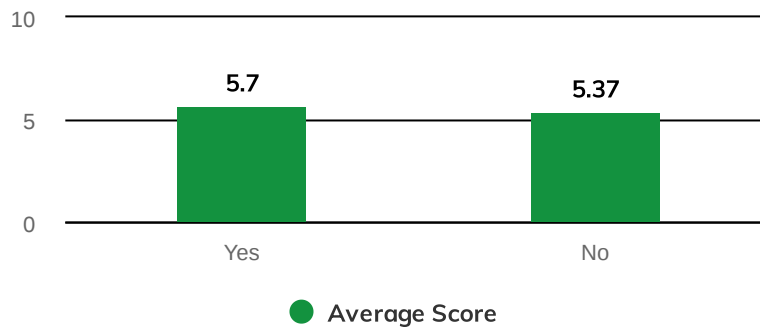
Departments



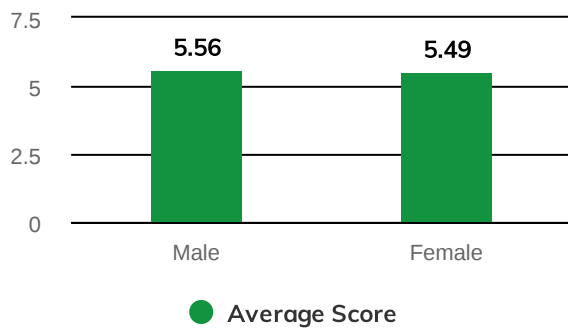
OVERALL AVERAGE EMPLOYEE ENGAGEMENT SCORES ACROSS SEGMENTS



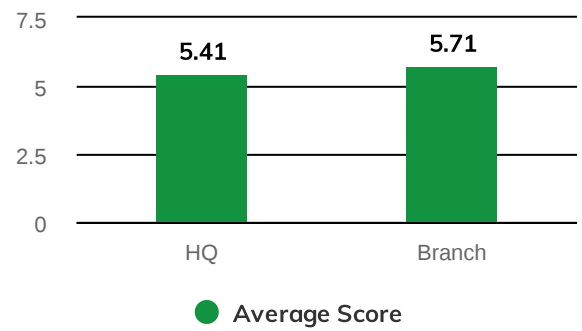
Previous Experience in Same Industry



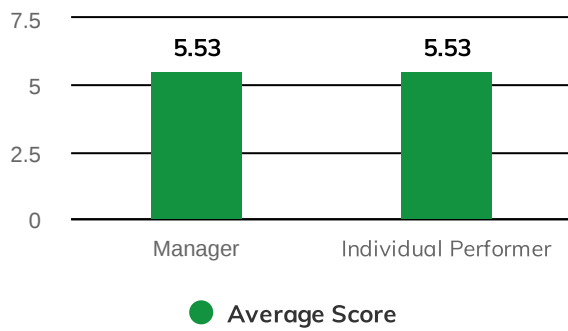
Gender



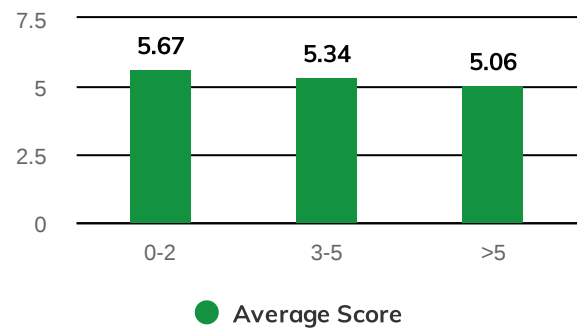
Location



Role



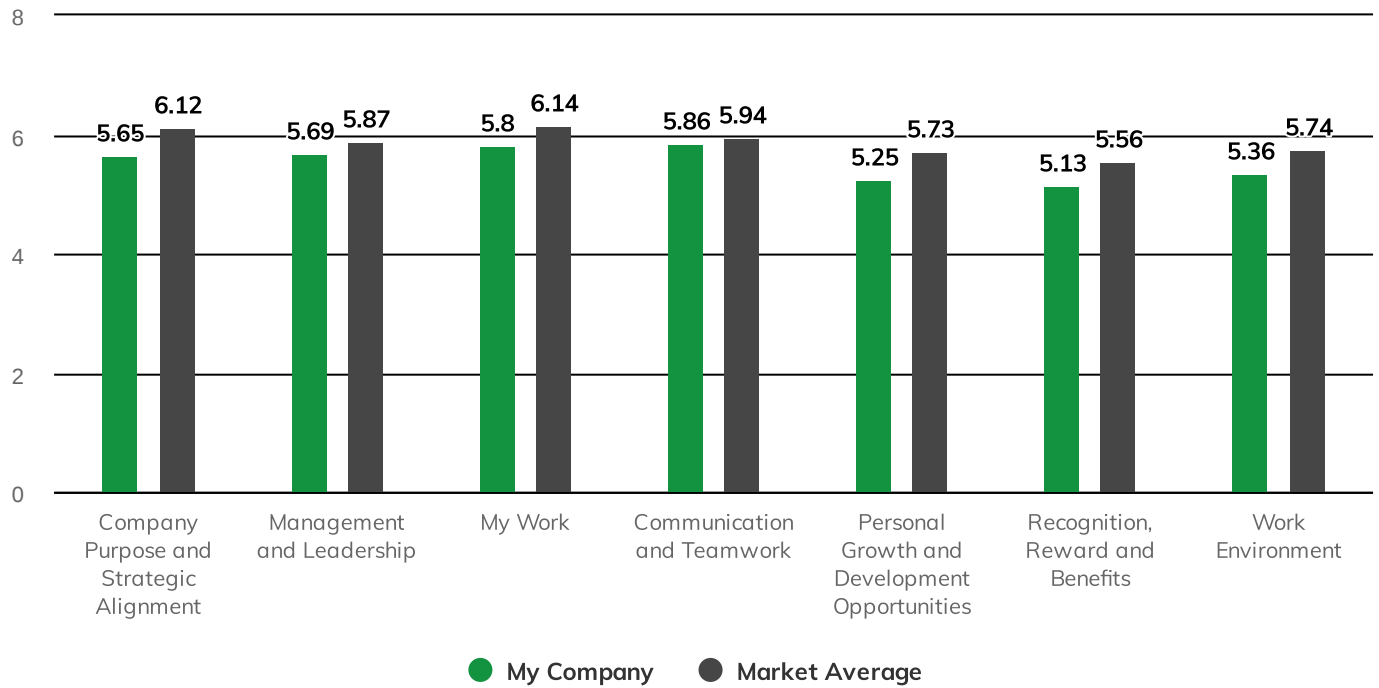
Tenure in Years



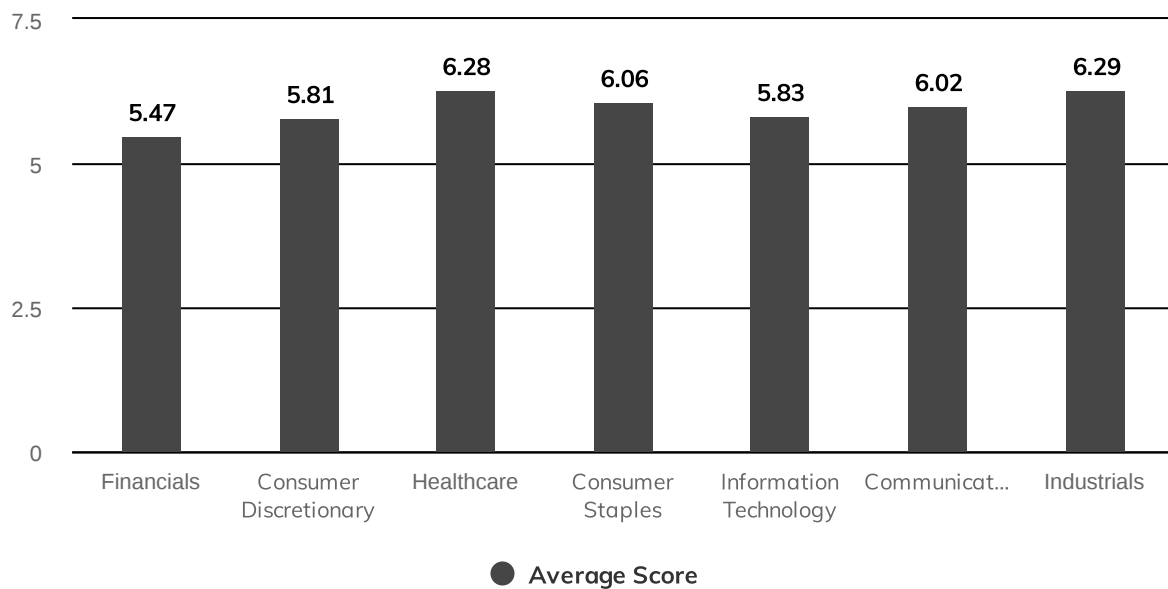
BENCHMARKING



Overall AVG. Employee Engagement Scores



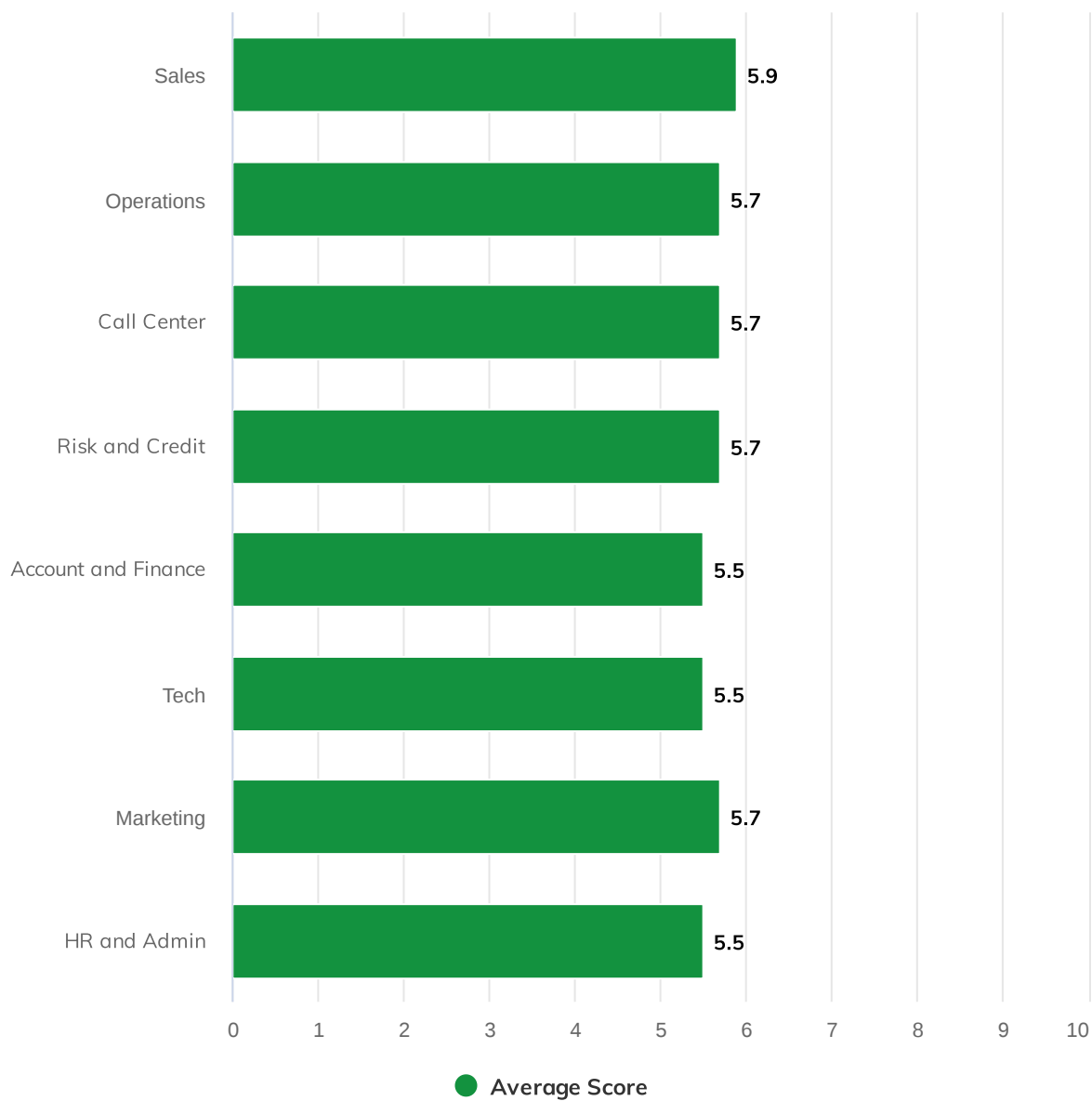
Industry Overall Average Scores



CHAPTER 1 OVERVIEW: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



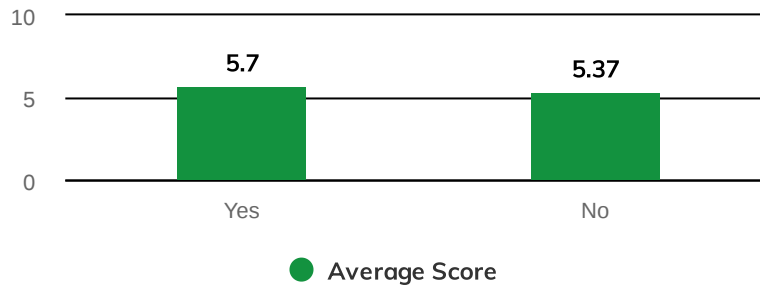
Departments



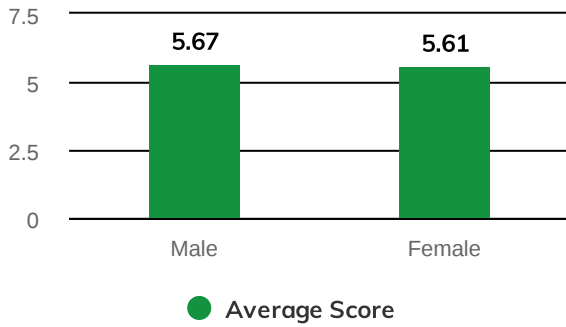
CHAPTER 1 OVERVIEW: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



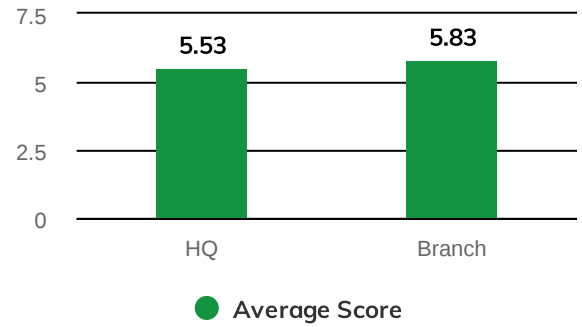
Previous Experience in Same Industry



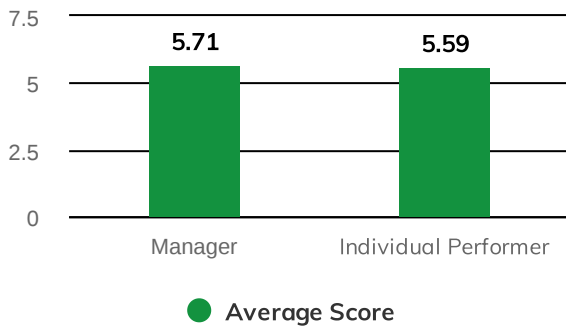
Gender



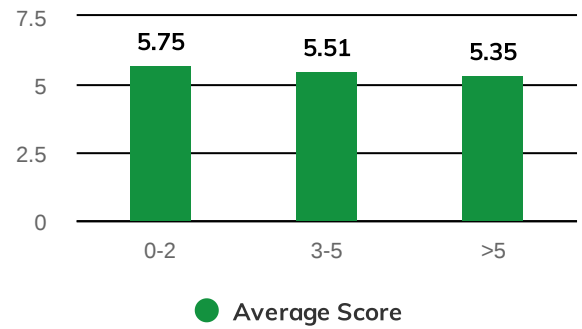
Location



Role



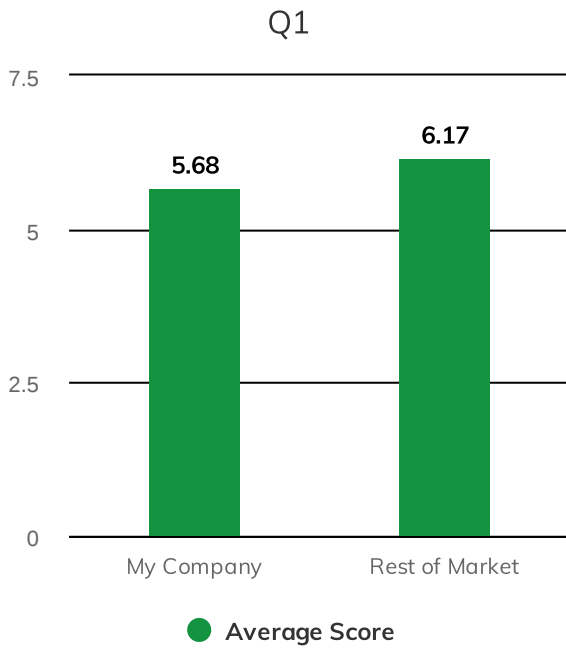
Tenure in Years



CHAPTER 1: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



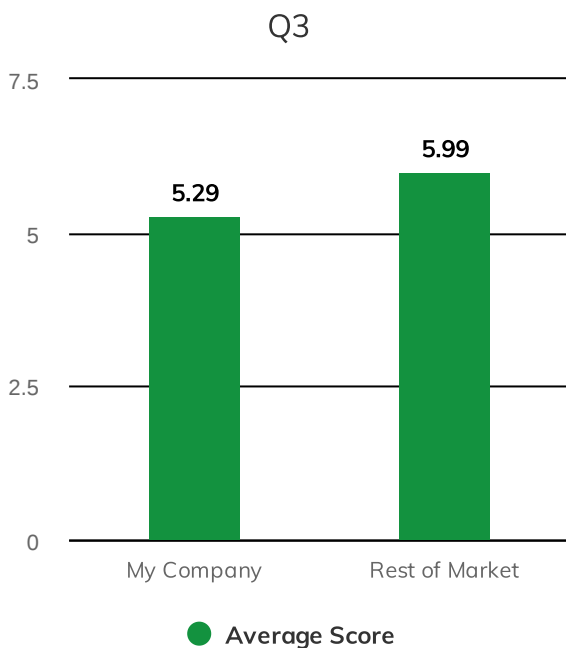
I joined this company because I believe in the vision and mission of this organization



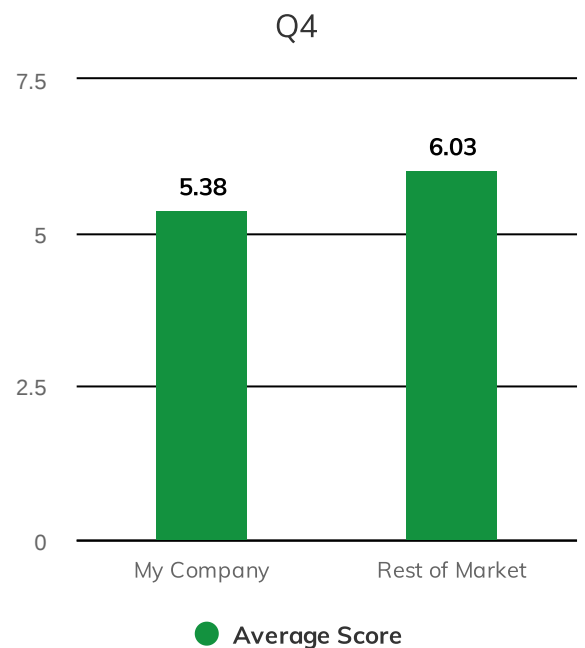
I know the company's vision and mission by heart



The management team regularly communicates the company direction and strategy



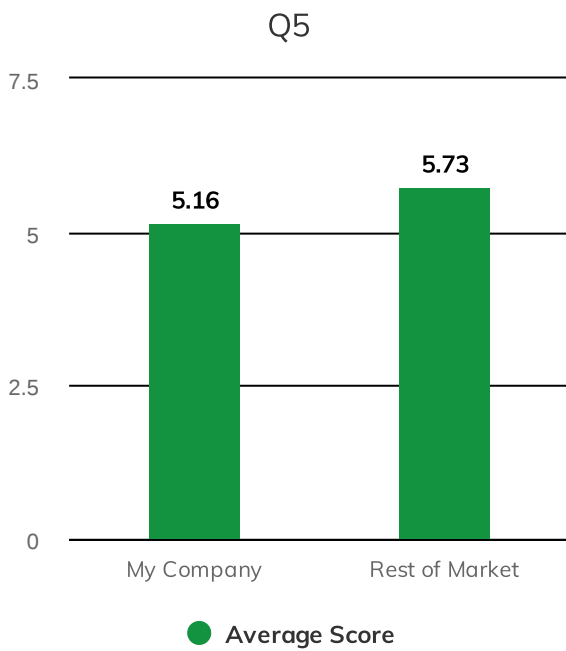
The values of the organization are very clear to me



CHAPTER 1: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



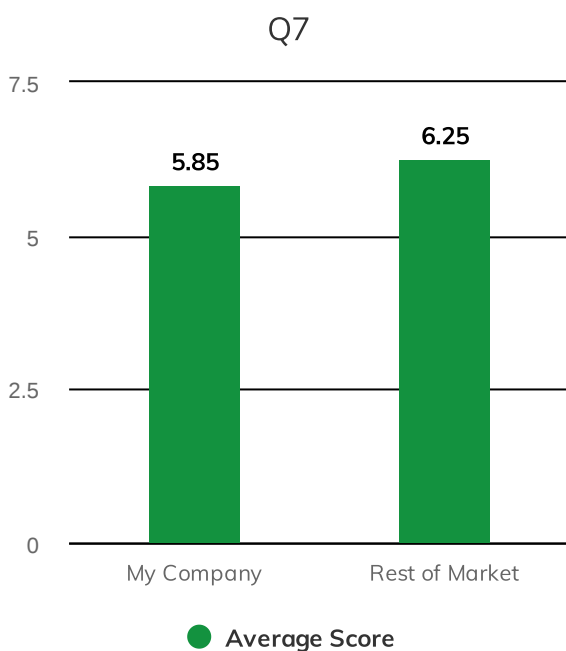
The values of this organization influence how I think and do my work



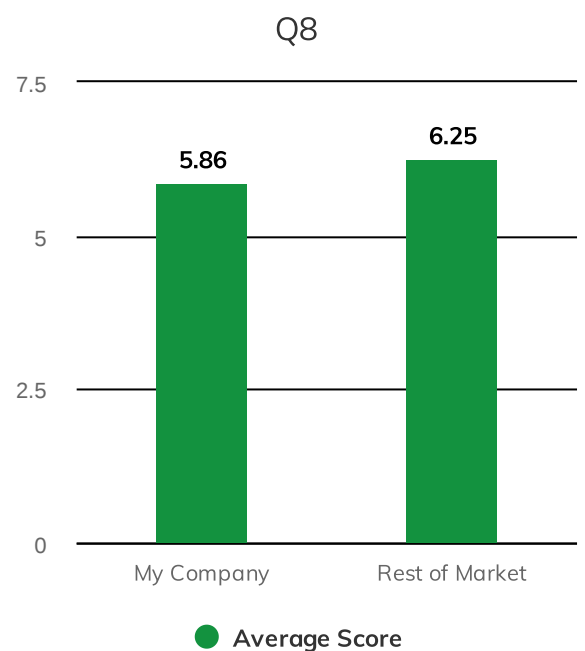
The values of this business are a primary driver of the behavior of the employees



Employees in this organization work towards the achievement of a common goal



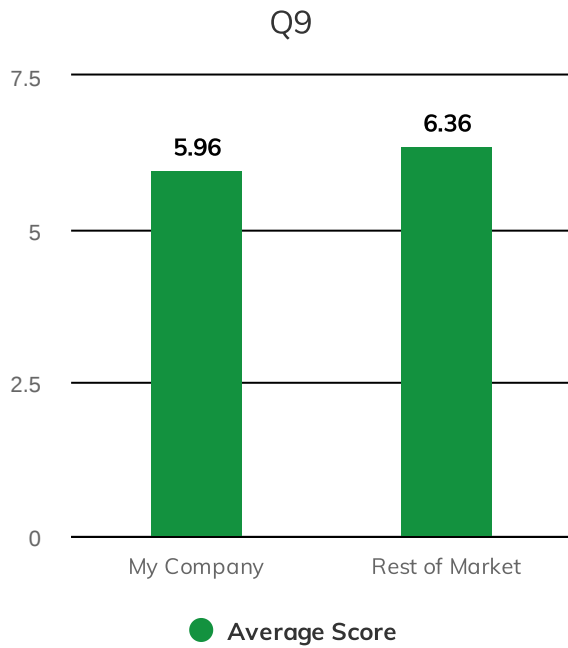
I feel proud about the way my company contributes to the country and community



CHAPTER 1: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



I am willing to go above and beyond in my work because I believe in the company vision



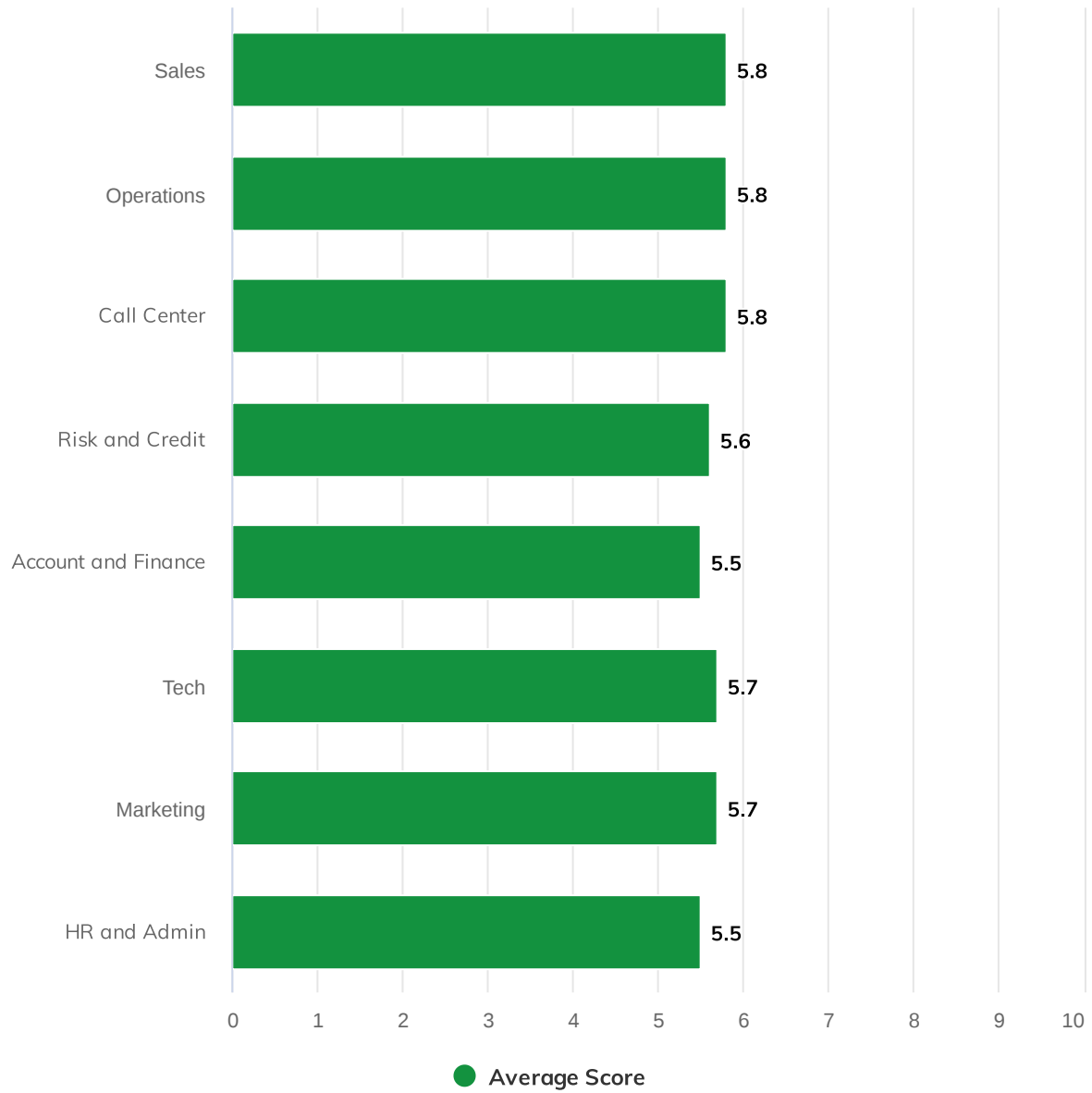
I believe my company will act on the results of this survey to better our organization



CHAPTER 2 OVERVIEW: MANAGEMENT AND LEADERSHIP



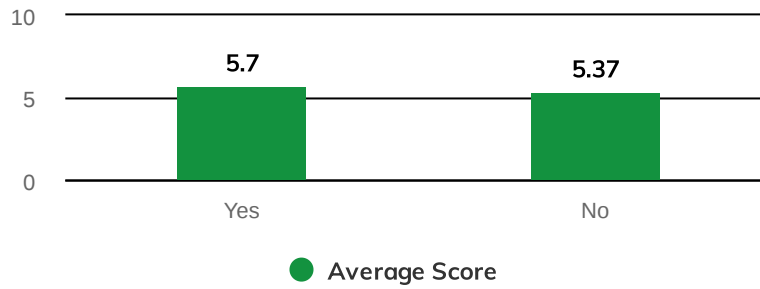
Departments



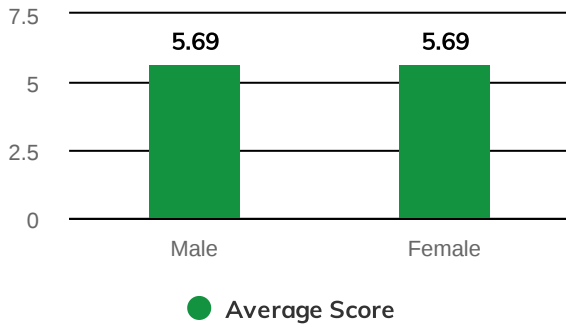
CHAPTER 2 OVERVIEW: MANAGEMENT AND LEADERSHIP



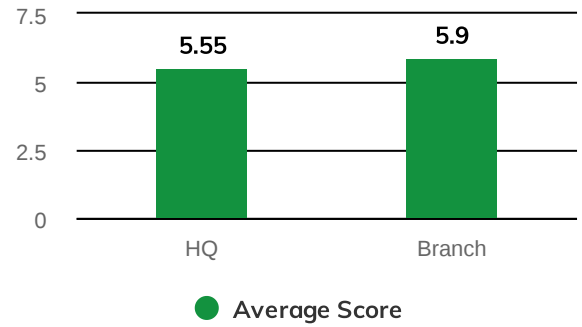
Previous Experience in Same Industry



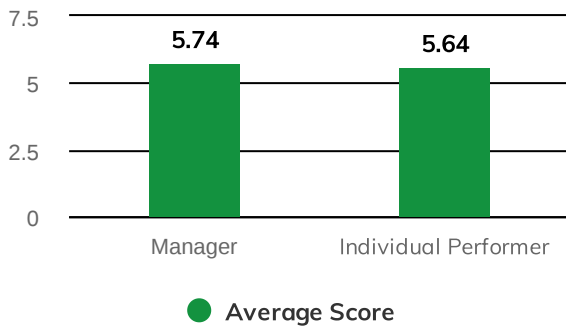
Gender



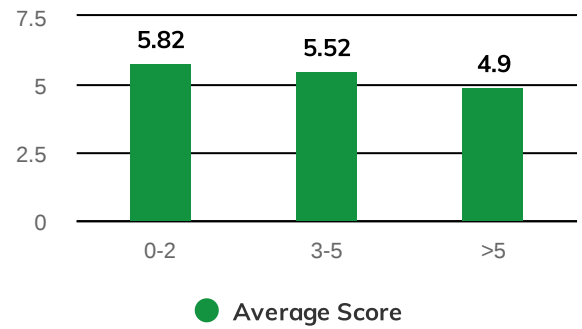
Location



Role



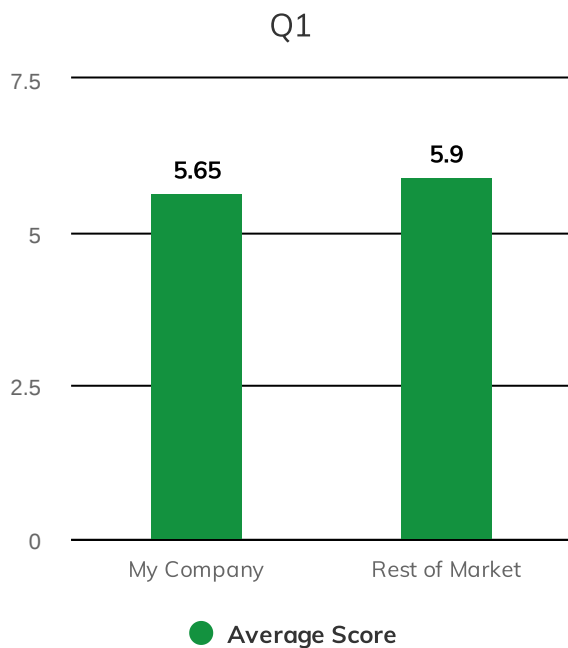
Tenure in Years



CHAPTER 2: MANAGEMENT AND LEADERSHIP



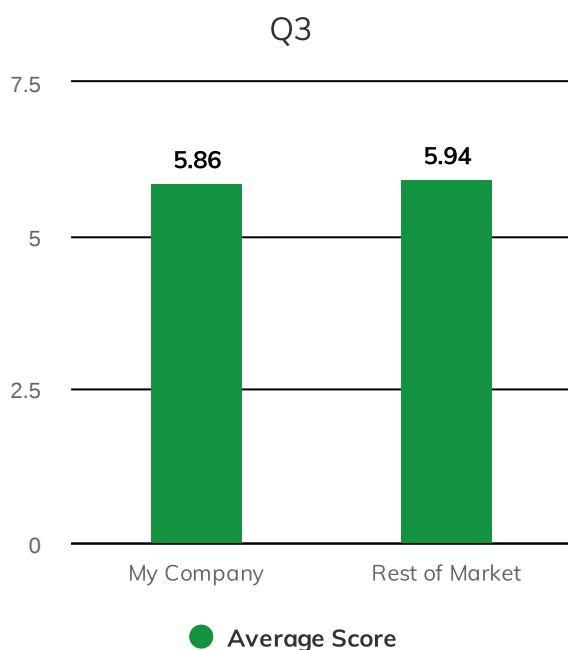
My management supports me to be successful in my job



I enjoy working with the person that manages me



I can share my ideas to my management team without fear of criticism



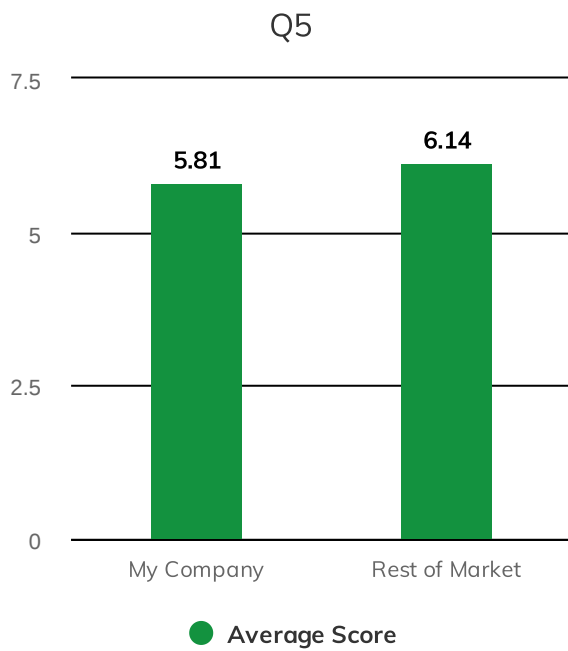
I feel like I am improving my skills under the guidance of my current manager



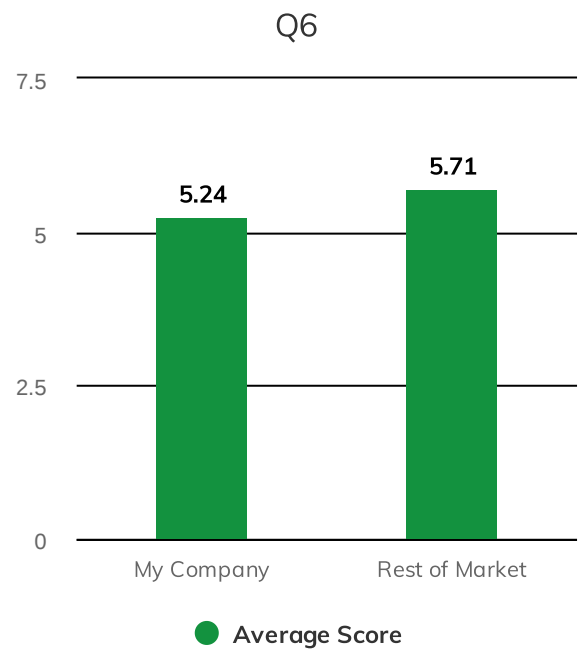
CHAPTER 2: MANAGEMENT AND LEADERSHIP



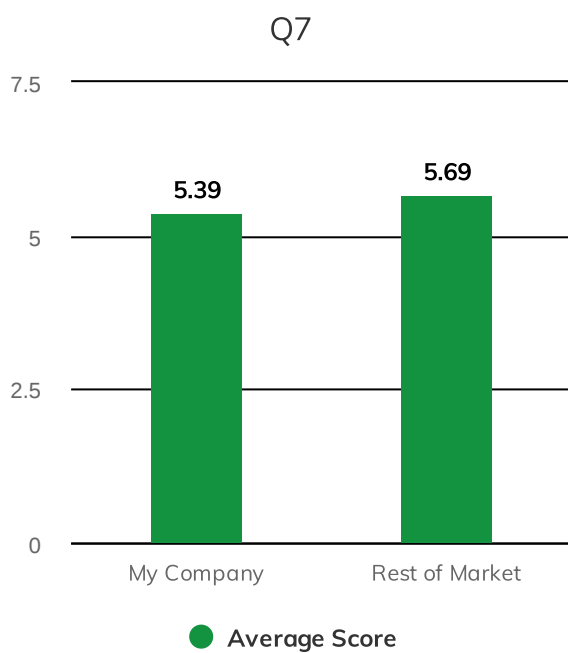
My management is honest and ethical in its business practice



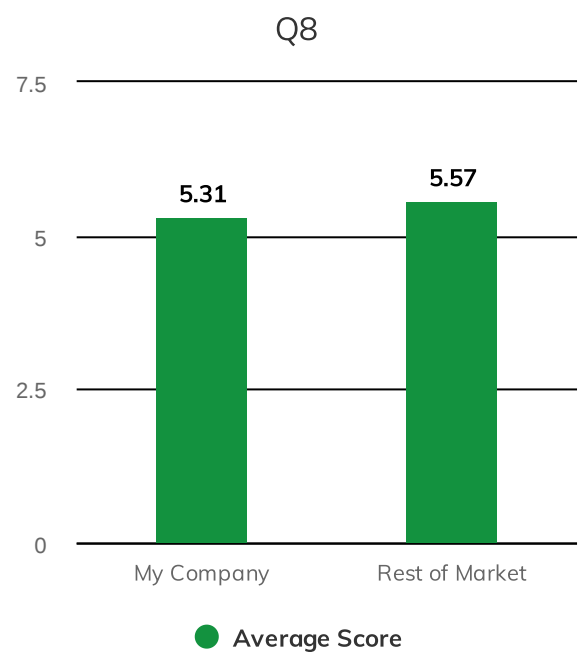
My management's actions and behaviors match their promises and words



My management shows appreciation for my good work and extra effort



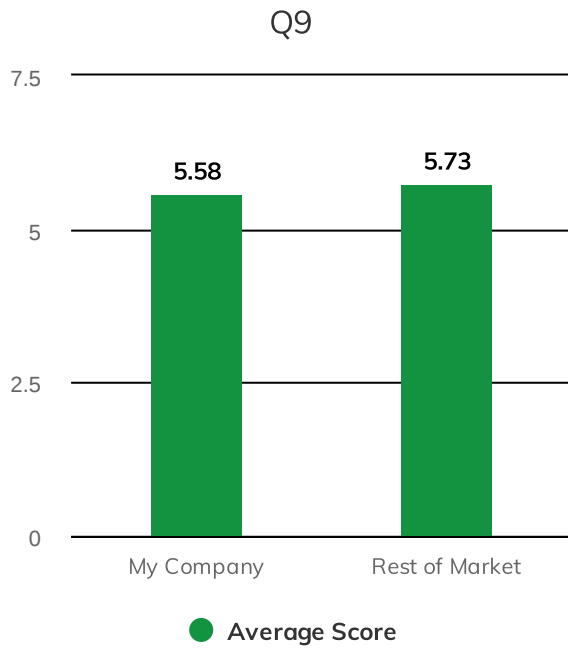
Management is proactive in dealing with bad performers quickly and efficiently



CHAPTER 2: MANAGEMENT AND LEADERSHIP



I feel like my manager brings out the best of me



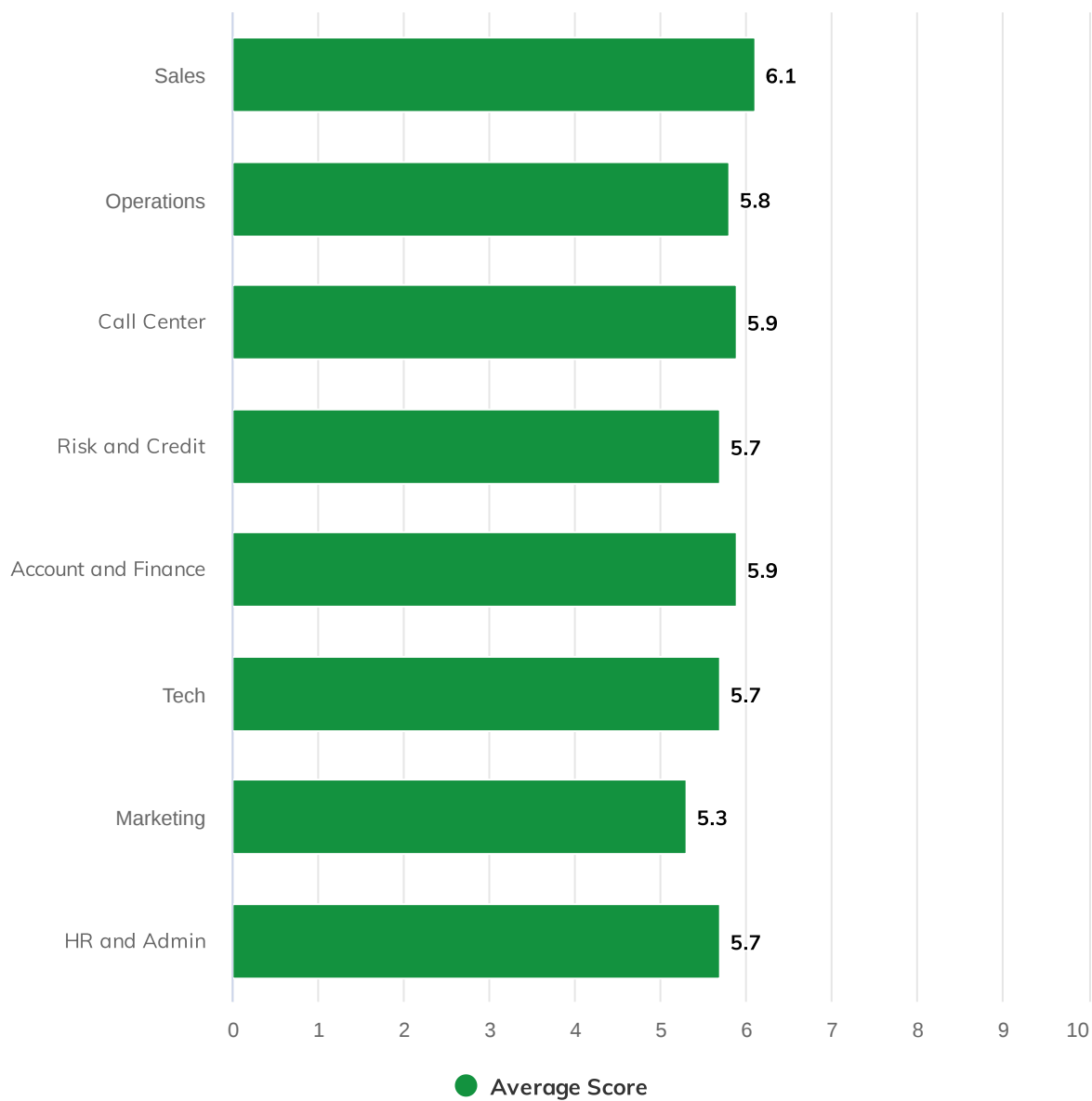
People here are treated fairly regardless of their age, race and sexual orientation



CHAPTER 3 OVERVIEW: MY WORK



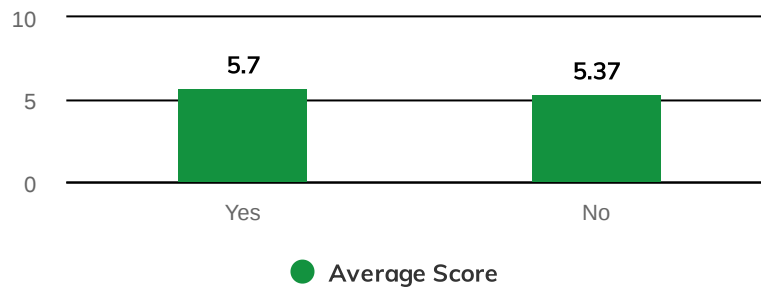
Departments



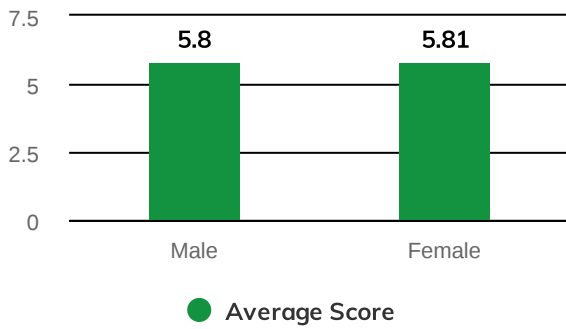
CHAPTER 3 OVERVIEW: MY WORK



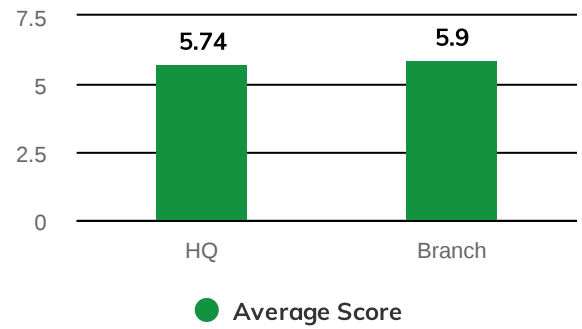
Previous Experience in Same Industry



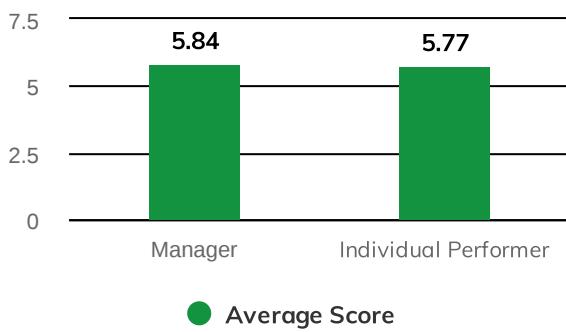
Gender



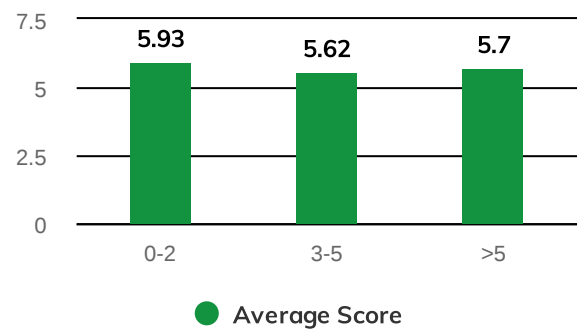
Location



Role



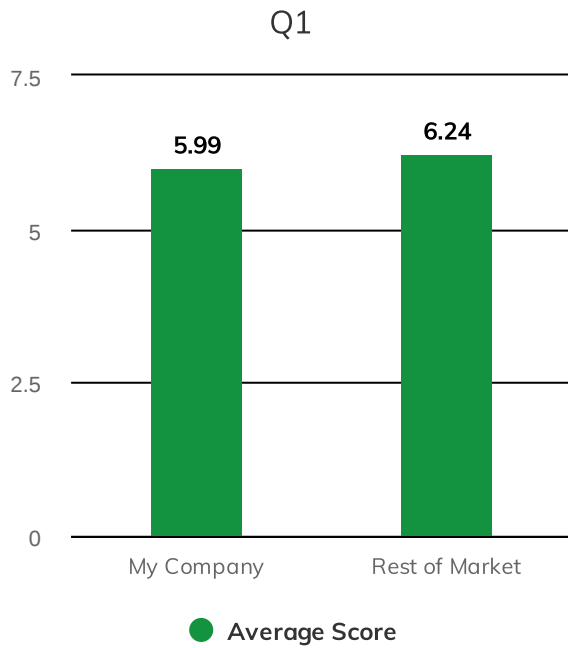
Tenure in Years



CHAPTER 3: MY WORK



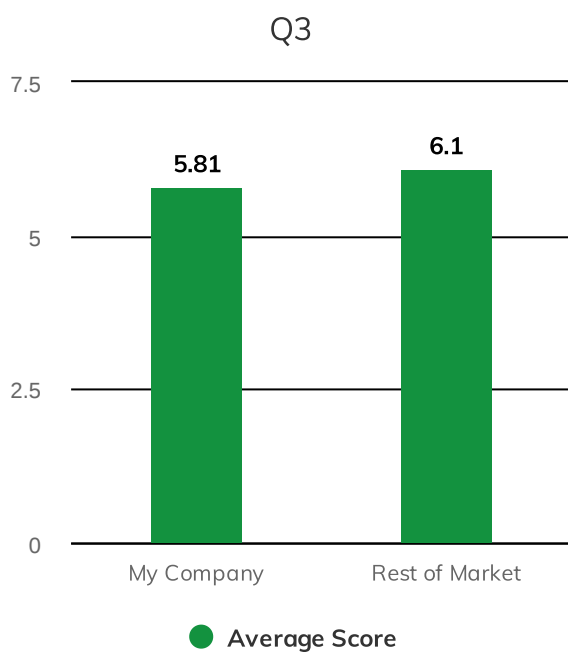
My present job makes good use of my skills and abilities



I know what is expected of me to do my work



I feel like this is the right job for me



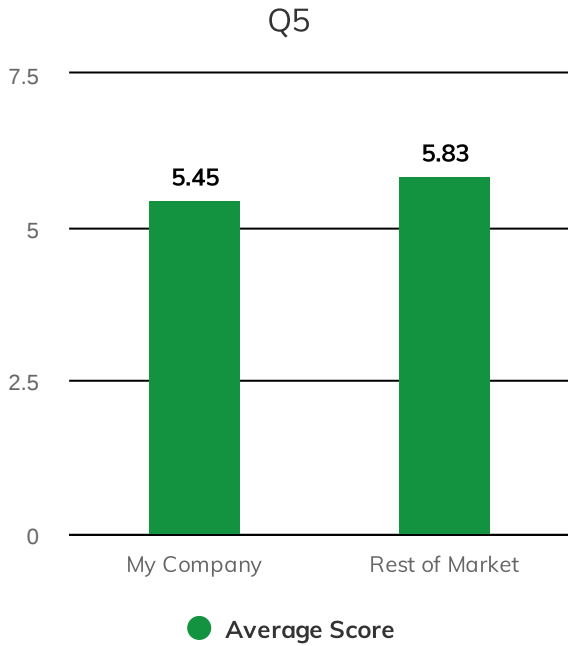
I can see the direct effect of my work to the success of the company



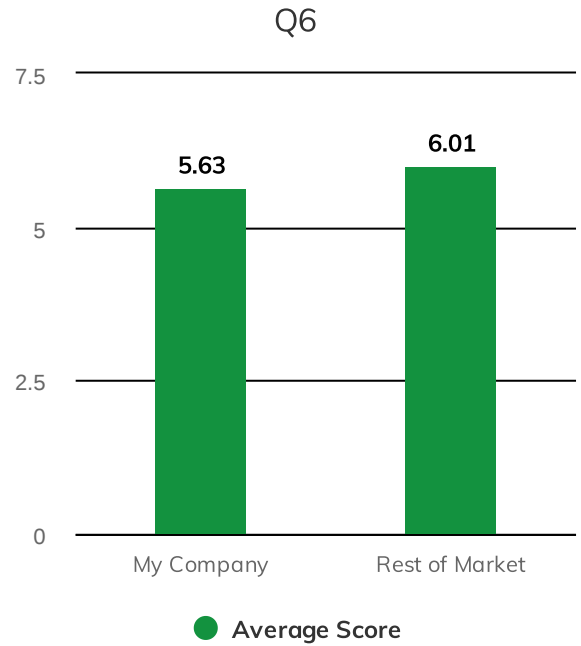
CHAPTER 3: MY WORK



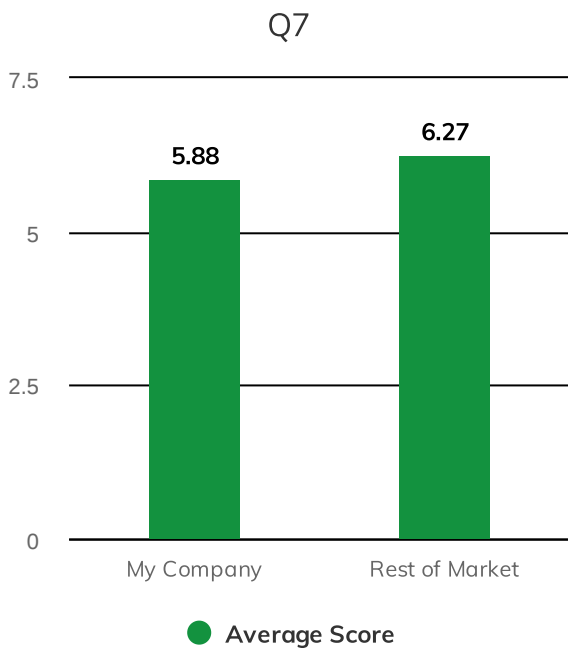
Systems and processes for my work are effective and clear



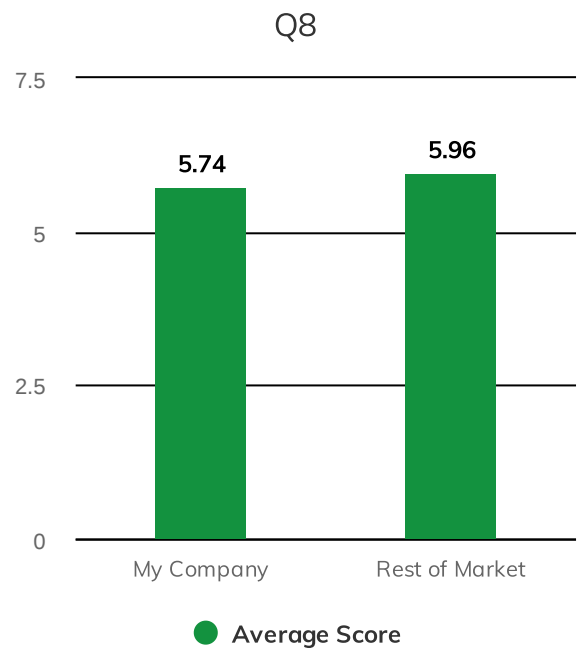
I am motivated to help my company achieve its goals



My work has a special meaning and I value it



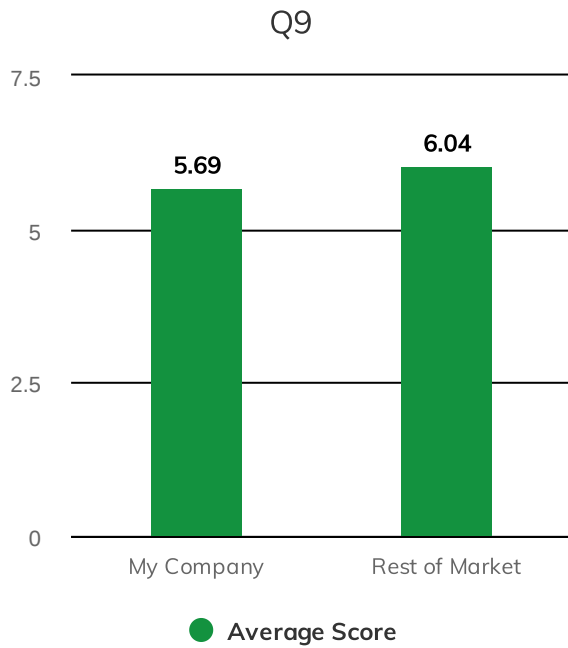
I have the necessary materials and resources I need to do my job



CHAPTER 3: MY WORK



This organization utilizes efficient technology tools so I can do my job effectively



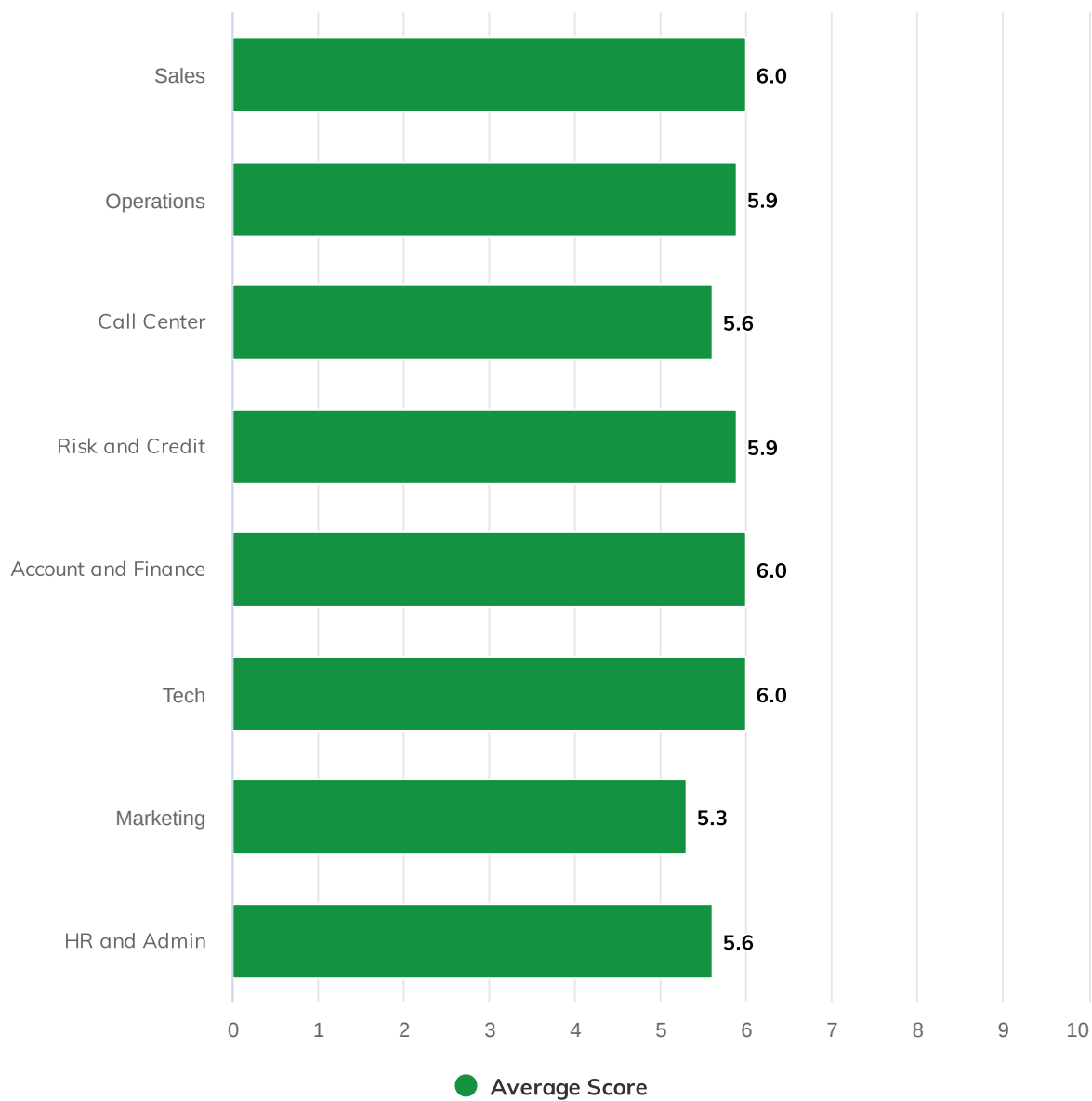
My family is proud that I work here



CHAPTER 4 OVERVIEW: COMMUNICATION AND TEAMWORK



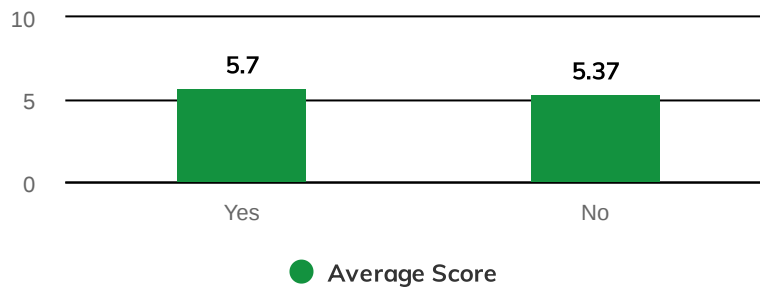
Departments



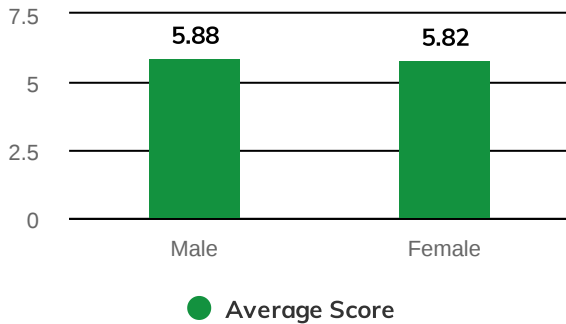
CHAPTER 4 OVERVIEW: COMMUNICATION AND TEAMWORK



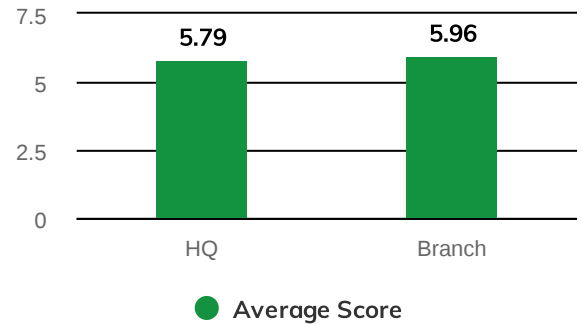
Previous Experience in Same Industry



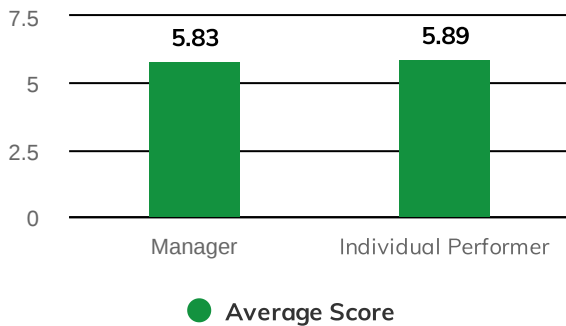
Gender



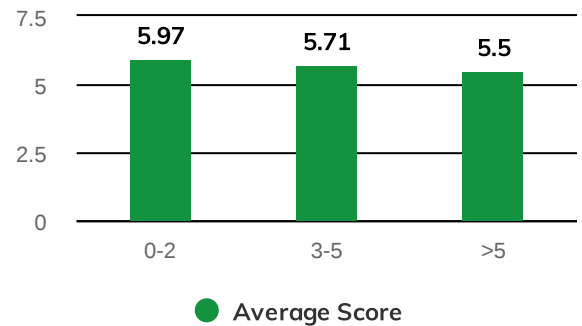
Location



Role



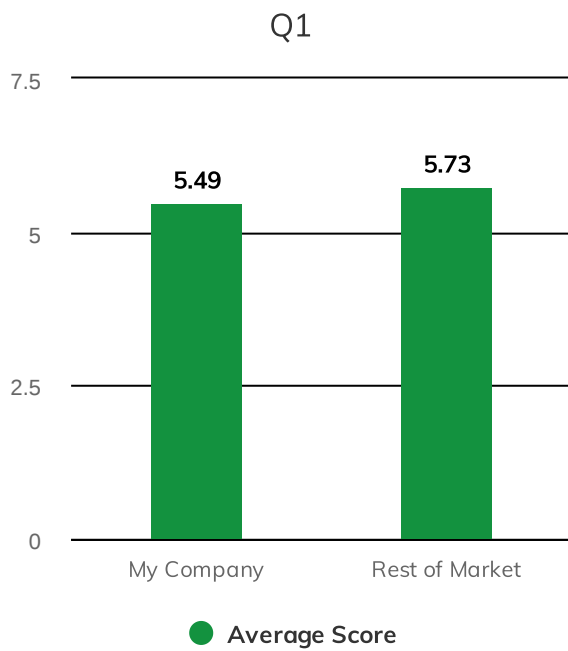
Tenure in Years



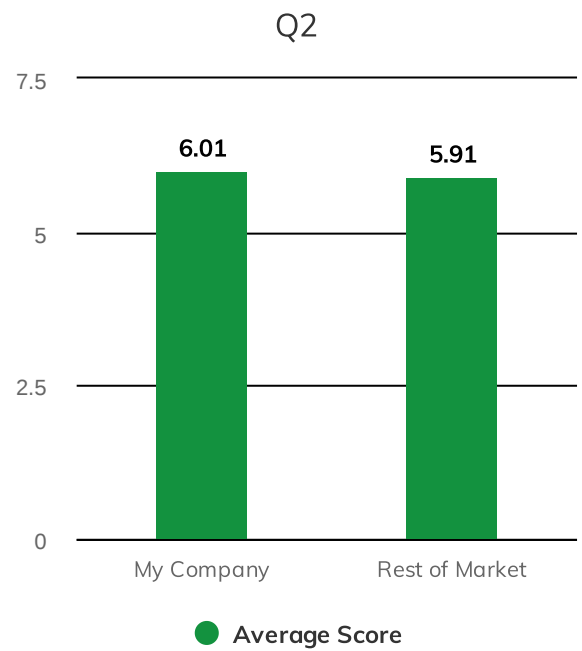
CHAPTER 4: COMMUNICATION AND TEAMWORK



I remember the onboarding process as a positive one for the start of my career



I am treated as a member of the team regardless of my position



I feel that my opinions count



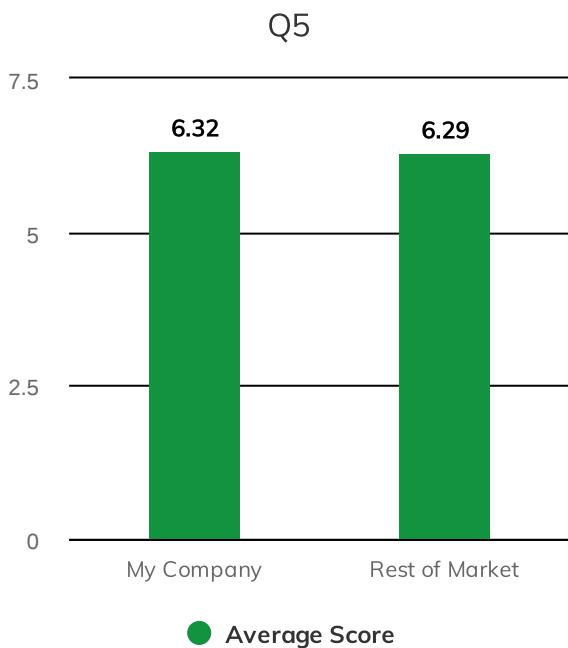
People in my team are willing to give extra resources and information to get the job done



CHAPTER 4: COMMUNICATION AND TEAMWORK



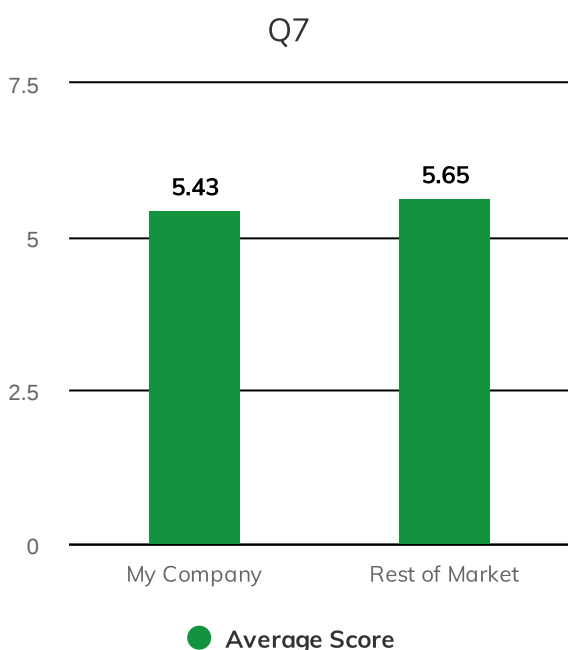
There is a great spirit of teamwork in my department



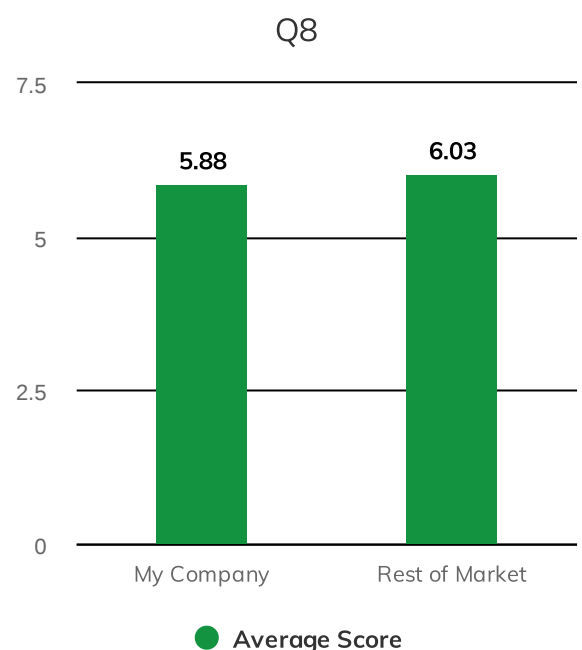
I feel like my colleagues want to collaborate with each other



Communication between each department is open and transparent in my workplace



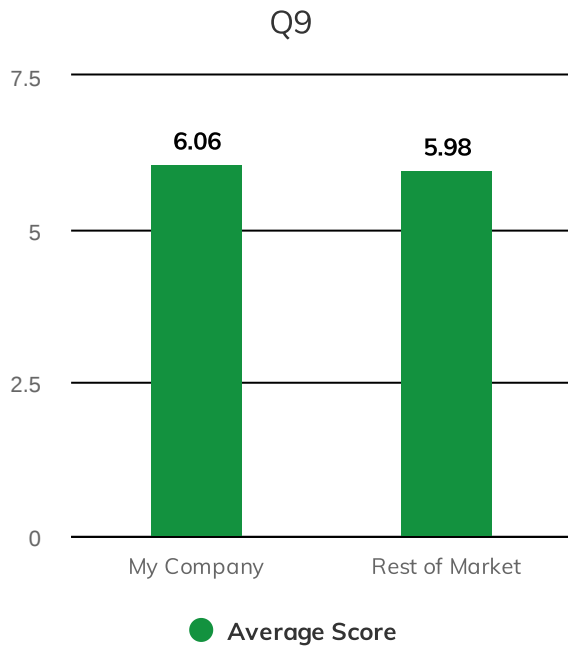
My team works together and shares ideas/responsibilities, which is usually better than if we all worked on projects individually



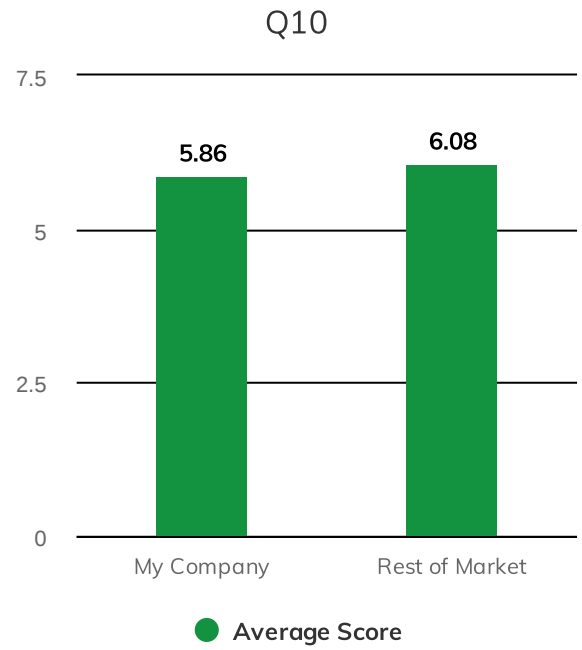
CHAPTER 4: COMMUNICATION AND TEAMWORK



I feel like colleagues are respectful among each other



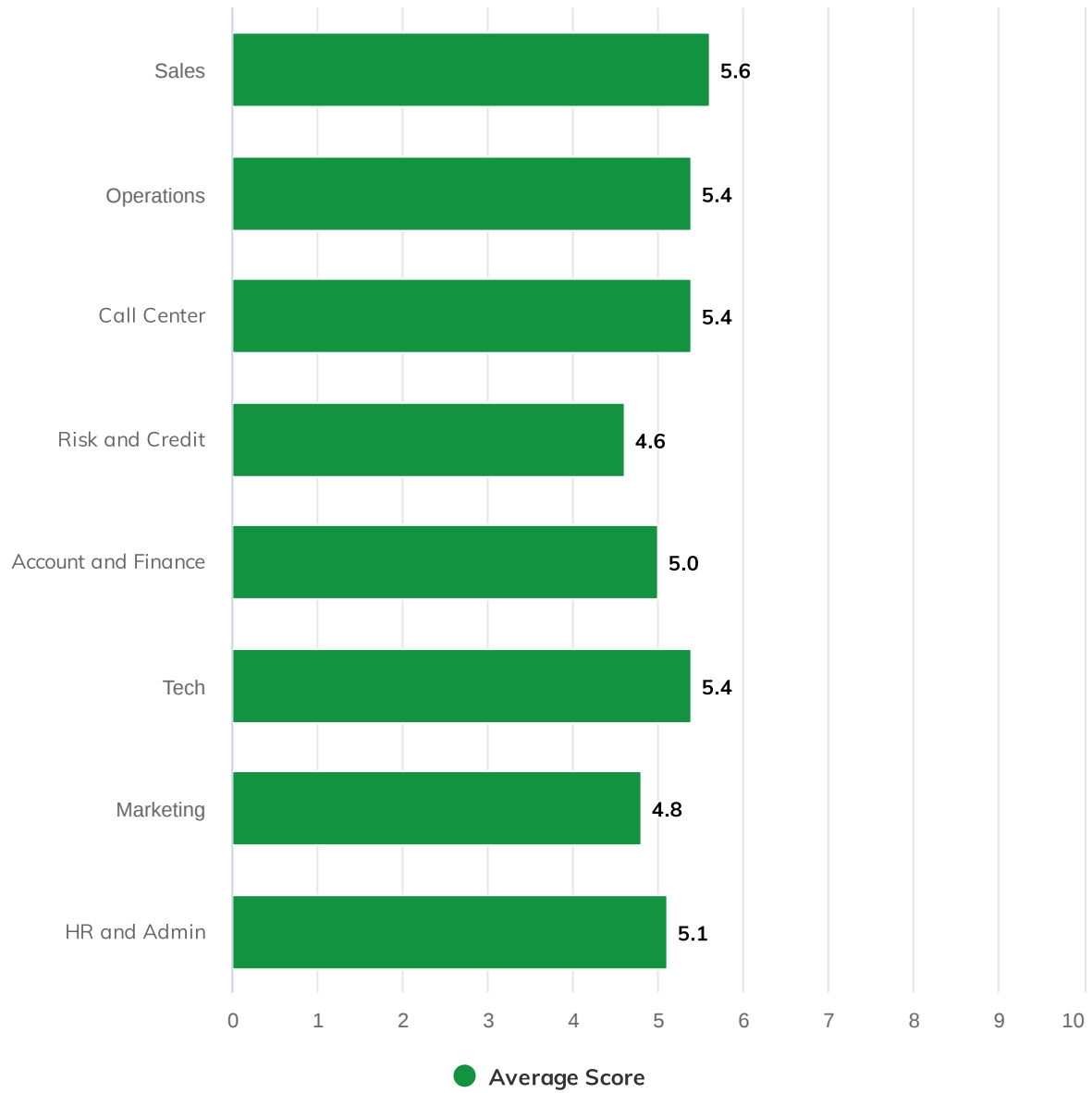
My colleagues work as hard as I do



CHAPTER 5 OVERVIEW: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



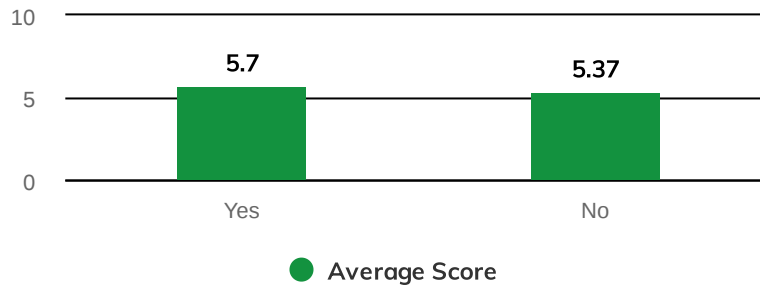
Departments



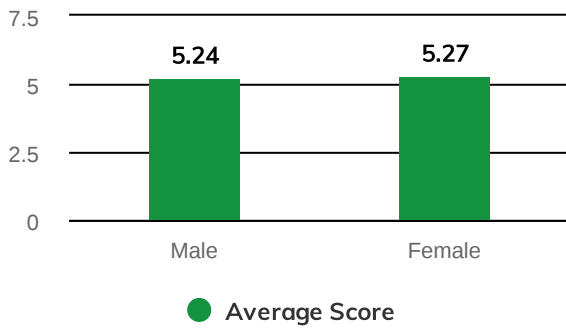
CHAPTER 5 OVERVIEW: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



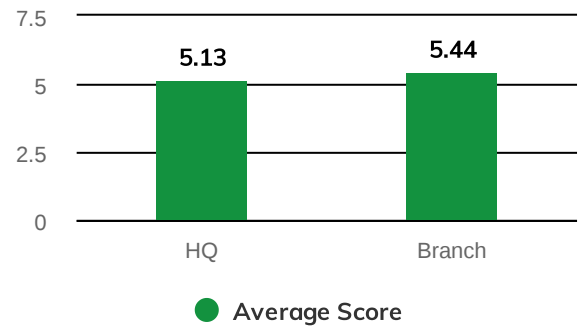
Previous Experience in Same Industry



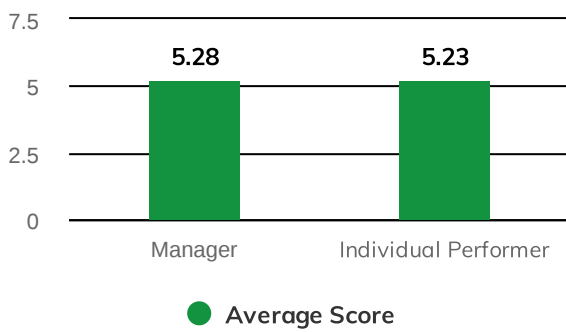
Gender



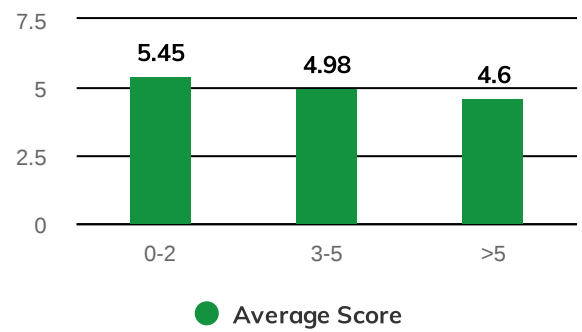
Location



Role



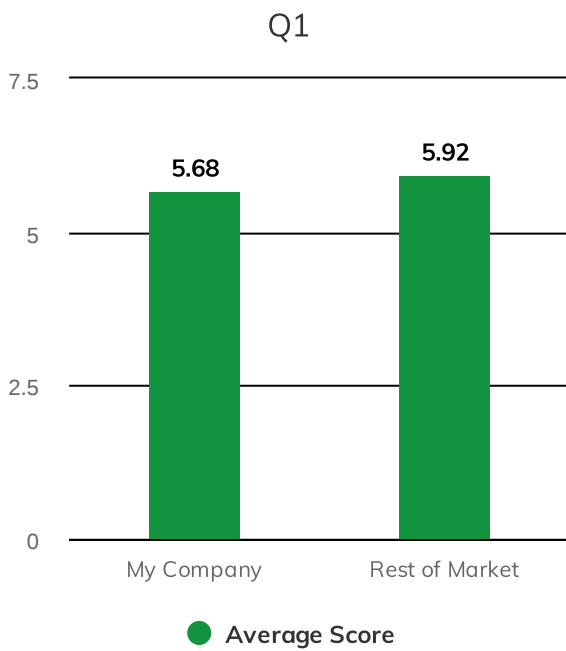
Tenure in Years



CHAPTER 5: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



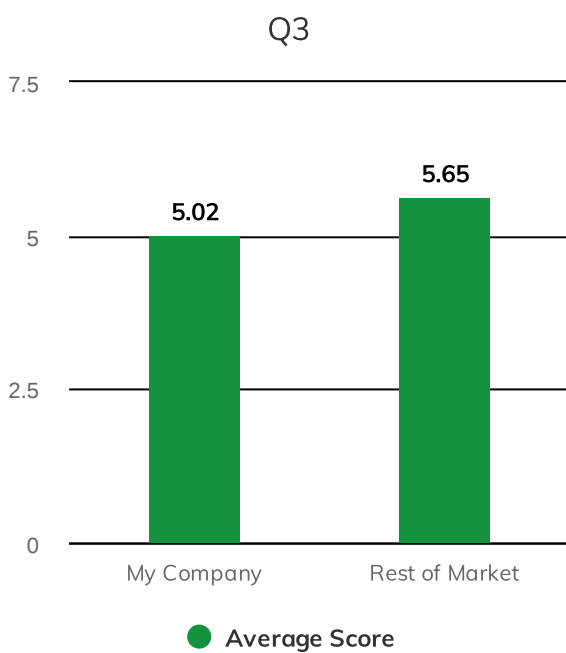
In this company I am offered training to advance my career development



I am improving my professional skills while working here



I clearly understand how my performance is measured and evaluated



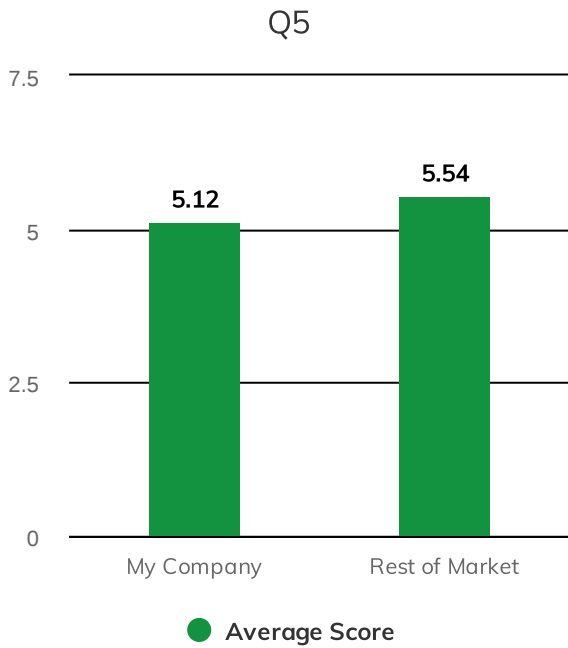
I can fulfill my career aspiration while working here



CHAPTER 5: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



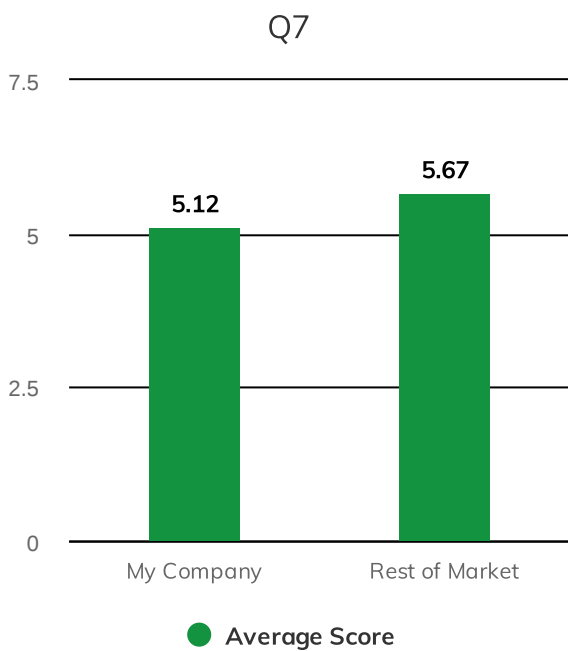
I receive fair and transparent performance evaluations



I am satisfied with the quality of training provided in this organization



I am satisfied with the quantity of training provided in this organization



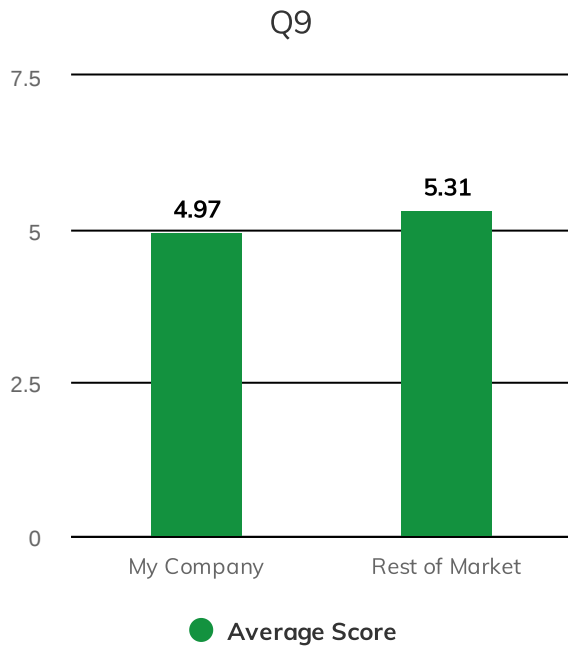
I have a clear career growth path in this organization



CHAPTER 5: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



Promotions are given fairly in this organization



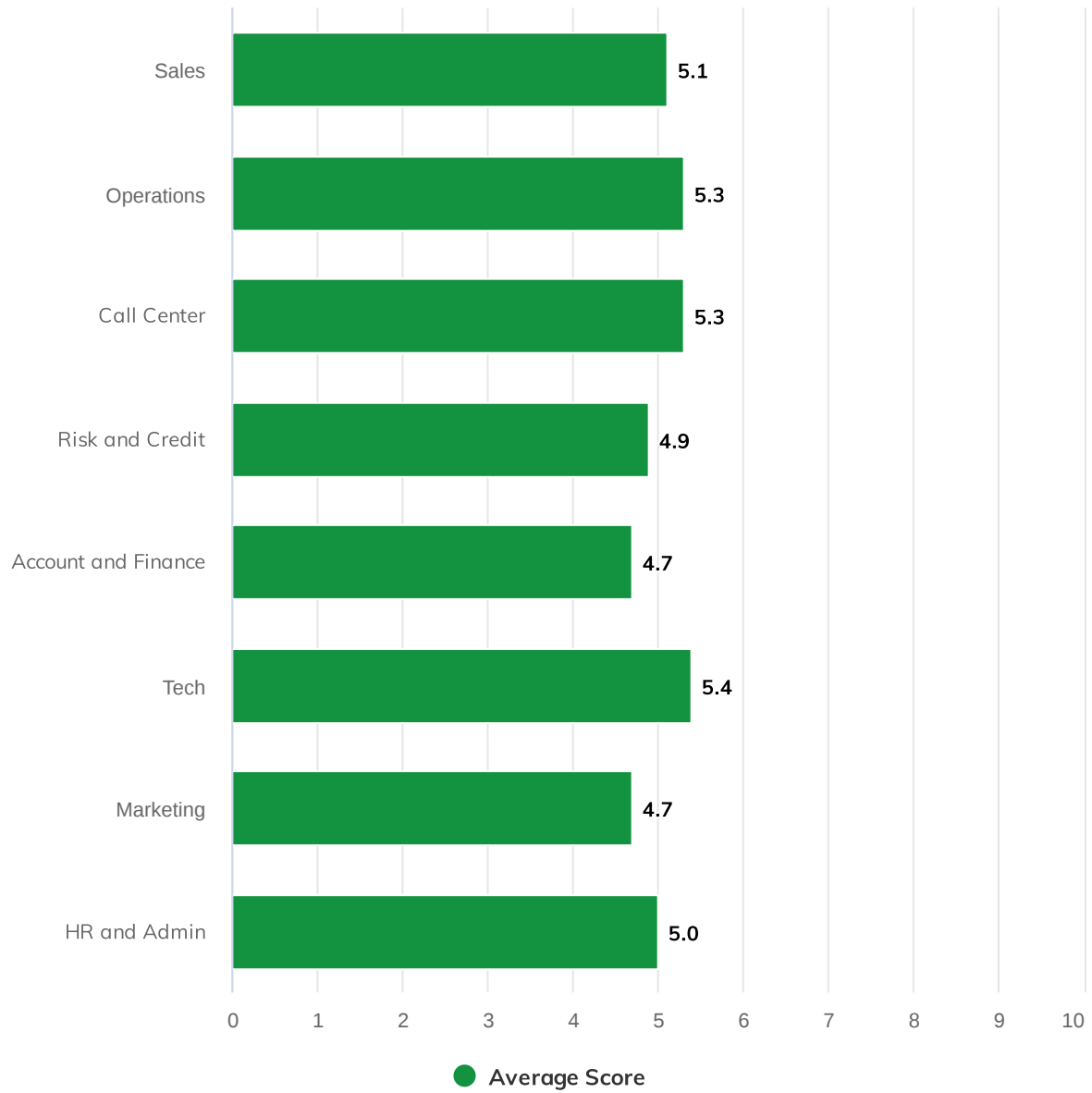
I see myself working here for the next 3 years



CHAPTER 6 OVERVIEW: RECOGNITION, REWARD AND BENEFITS



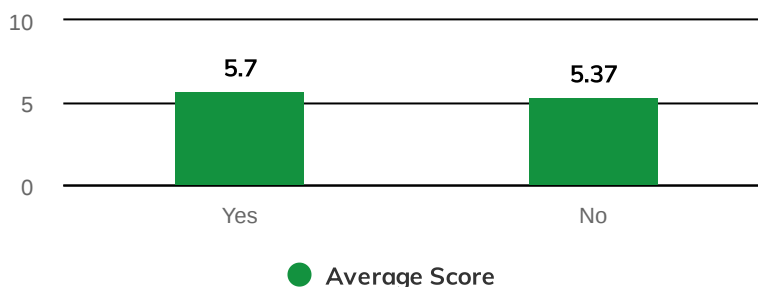
Departments



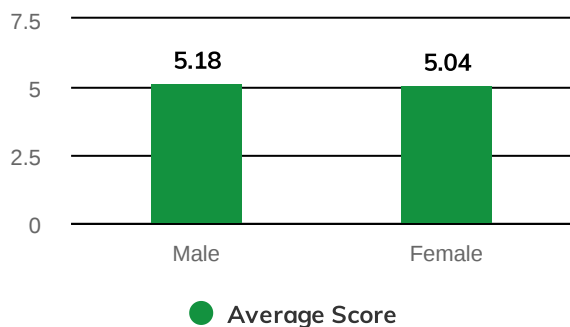
CHAPTER 6 OVERVIEW: RECOGNITION, REWARD AND BENEFITS



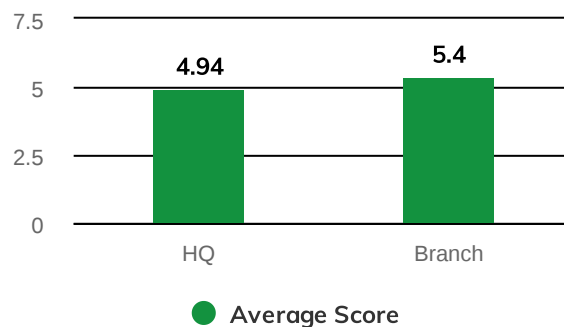
Previous Experience in Same Industry



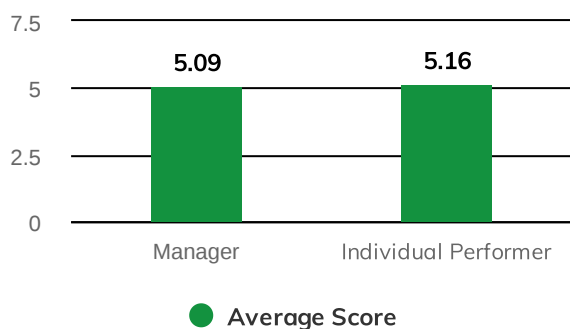
Gender



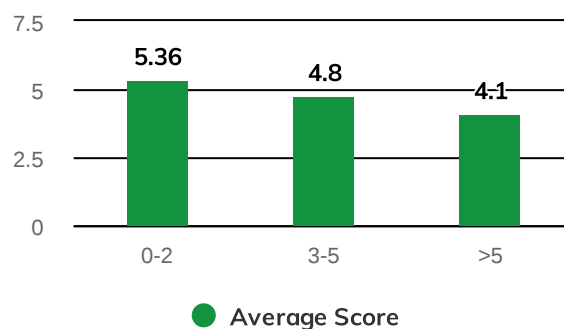
Location



Role



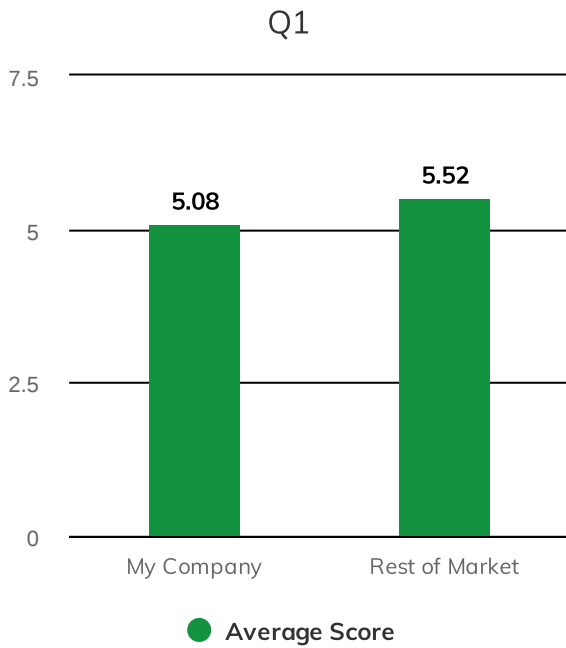
Tenure in Years



CHAPTER 6: RECOGNITION, REWARD AND BENEFIT



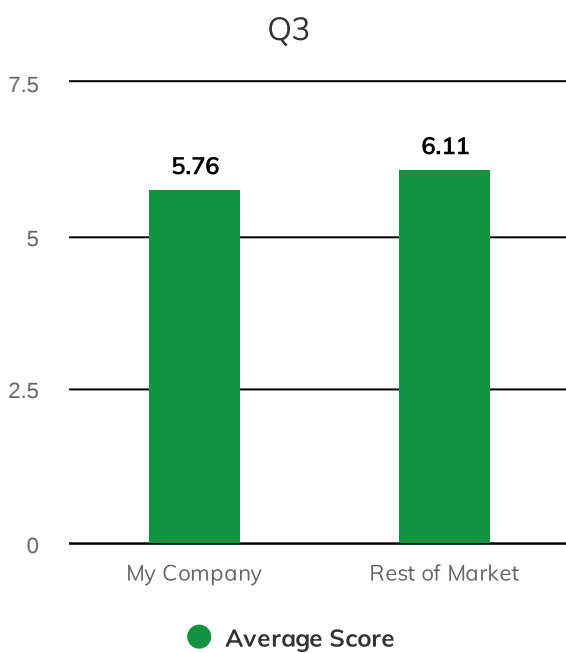
I receive the recognition I deserve when I do good work



Excellent performance is recognized throughout this organisation



When I look at what our organization has accomplished so far, I feel a sense of pride



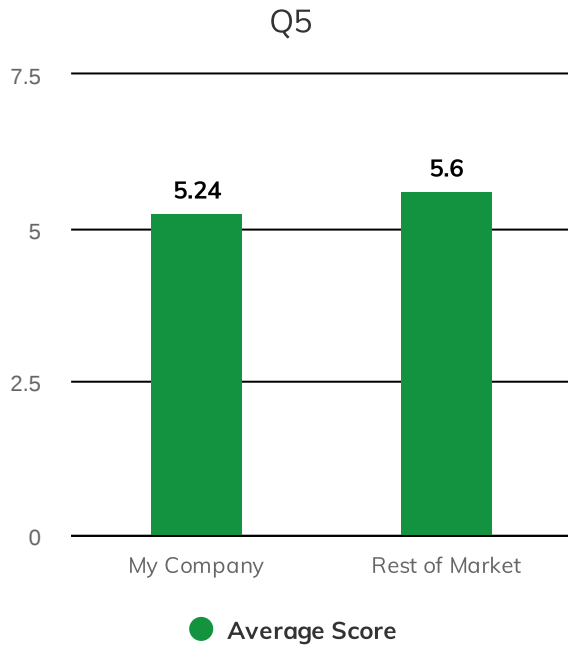
Everyone in this organization has an opportunity to earn special recognition



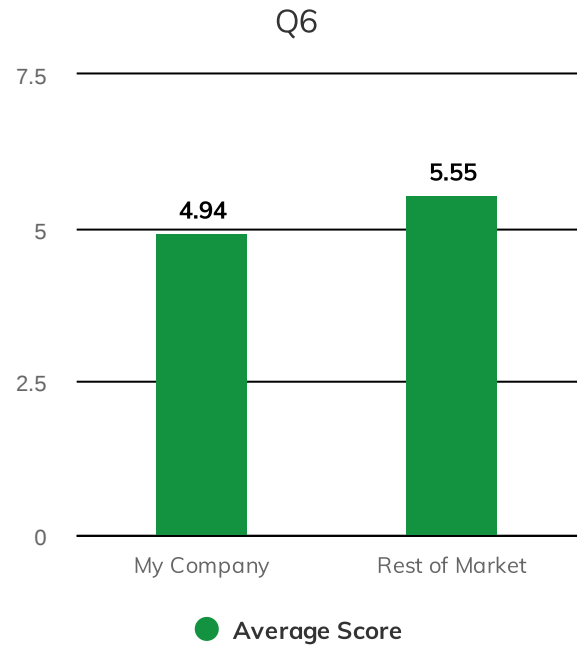
CHAPTER 6: RECOGNITION, REWARD AND BENEFIT



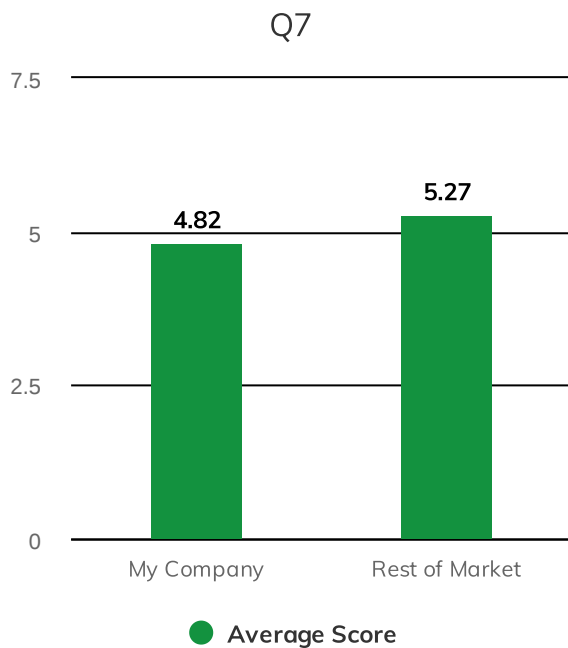
My performance is fairly evaluated



My performance is evaluated regularly



I feel I receive a fair salary for my contribution to the company



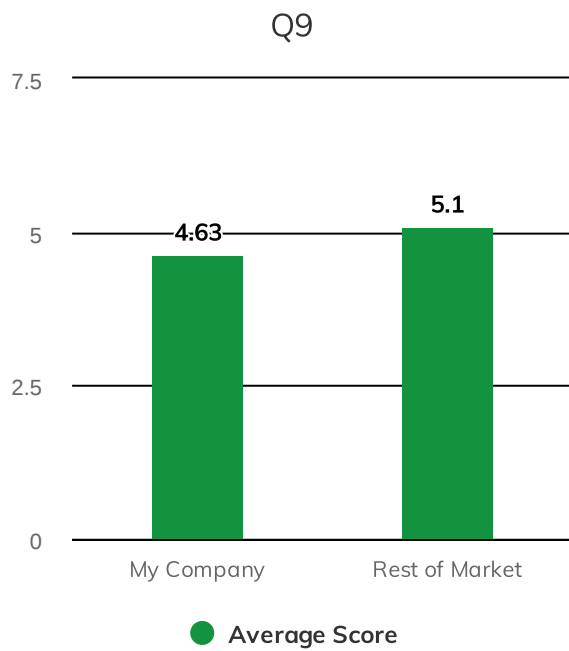
I receive more recognition for my work here compared to my previous company



CHAPTER 6: RECOGNITION, REWARD AND BENEFIT



I have received recognition for my work in the last week



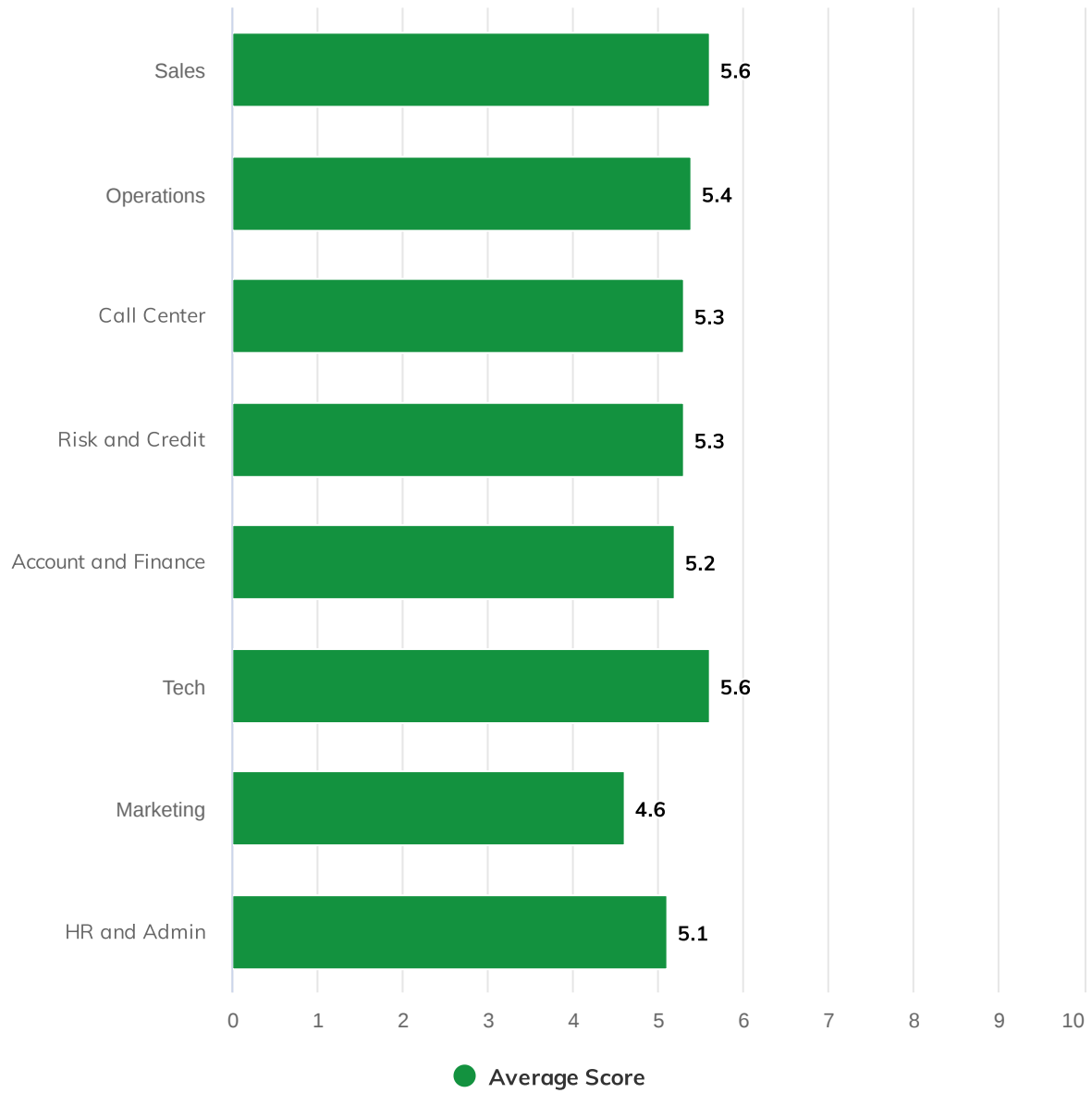
The rewards and benefits I receive are attractive to me



CHAPTER 7 OVERVIEW: WORK ENVIRONMENT



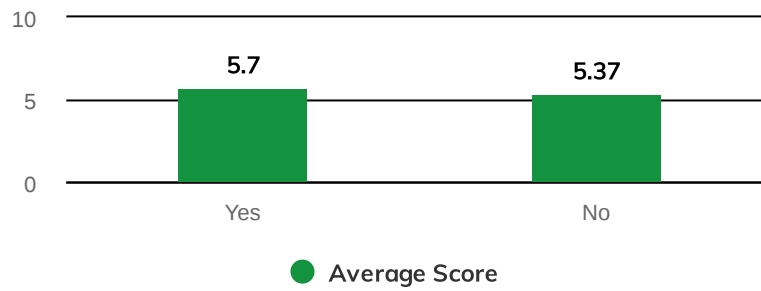
Departments



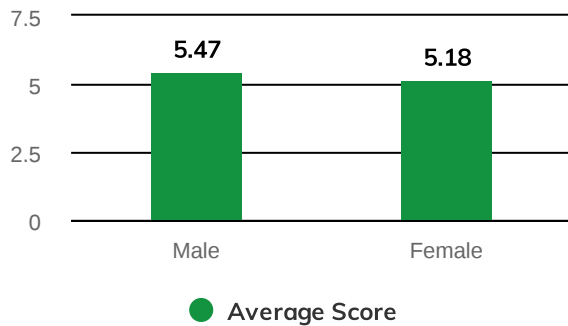
CHAPTER 7 OVERVIEW: WORK ENVIRONMENT



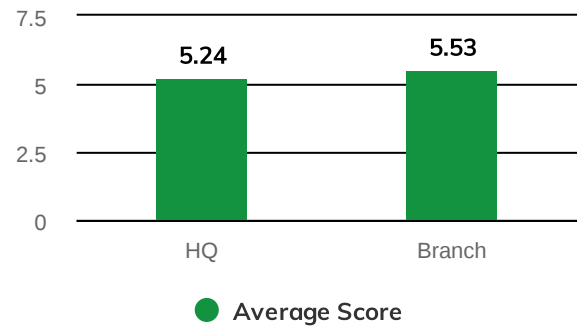
Previous Experience in Same Industry



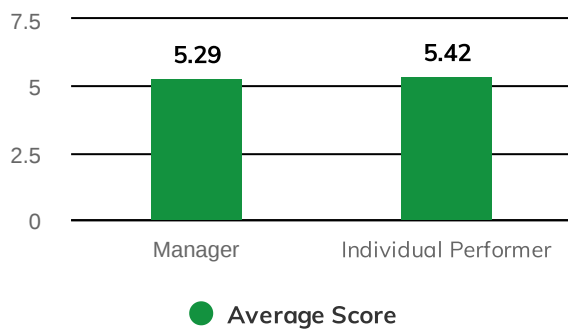
Gender



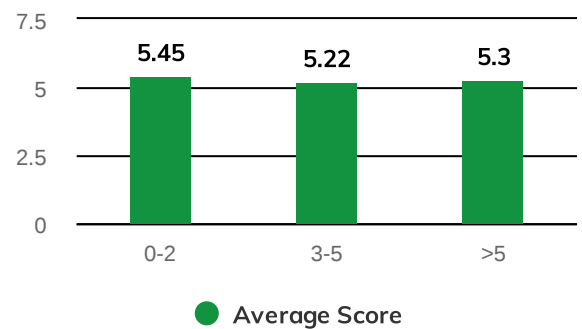
Location



Role



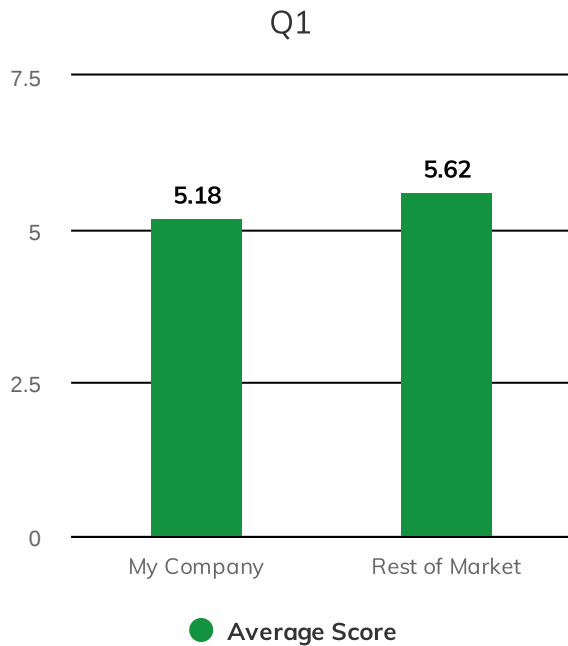
Tenure in Years



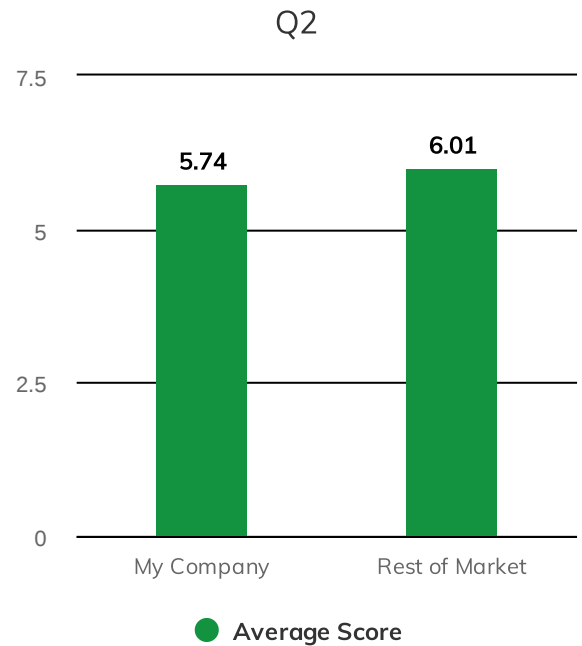
CHAPTER 7: WORK ENVIRONMENT



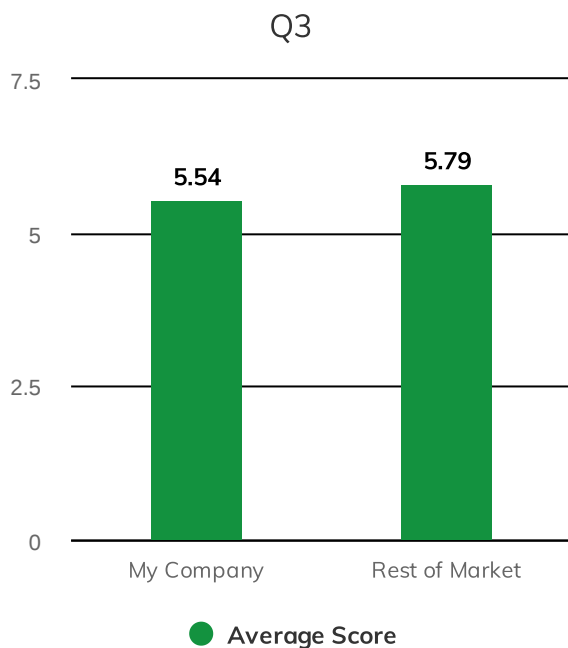
I look forward to coming to work here



There is a family or team feeling here within my department and throughout the company



I am satisfied with the technology tools we are provided in this organization



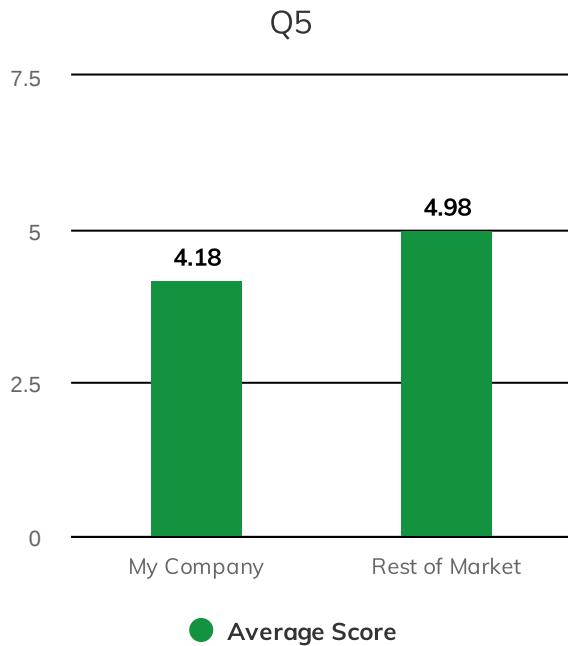
My department is flexible in how it does business to meet the client's needs



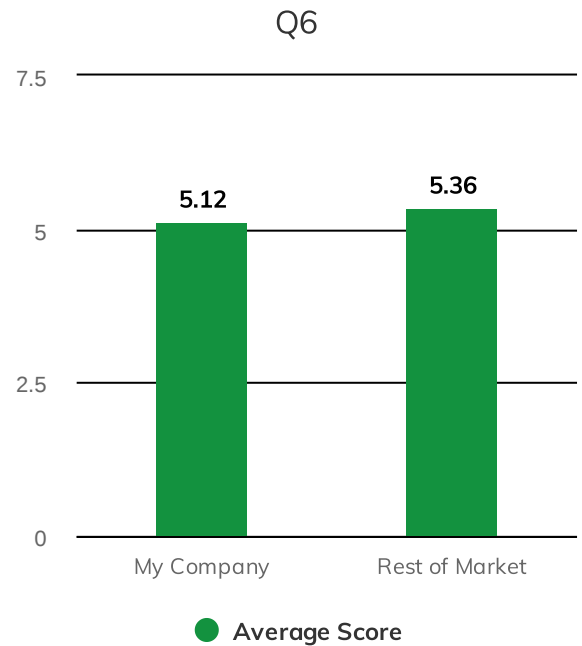
CHAPTER 7: WORK ENVIRONMENT



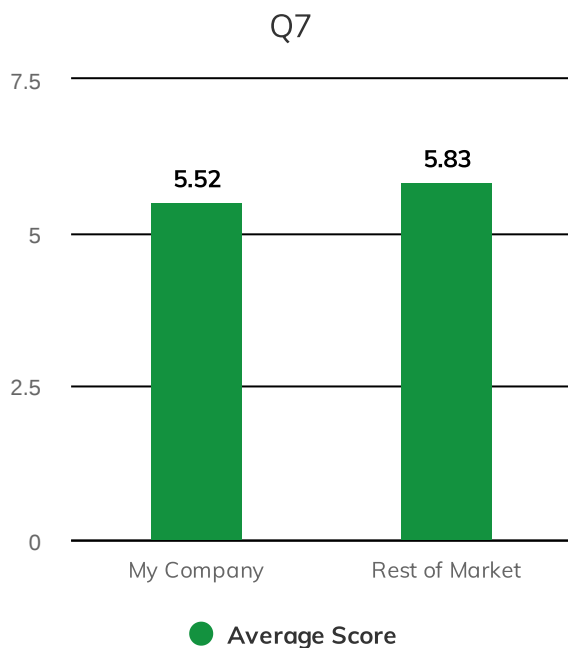
The company provides recreational activities to create friendships with my co-workers



My company gives me a flexible work schedule to work how I can best produce



My company is actively reducing its environmental impact



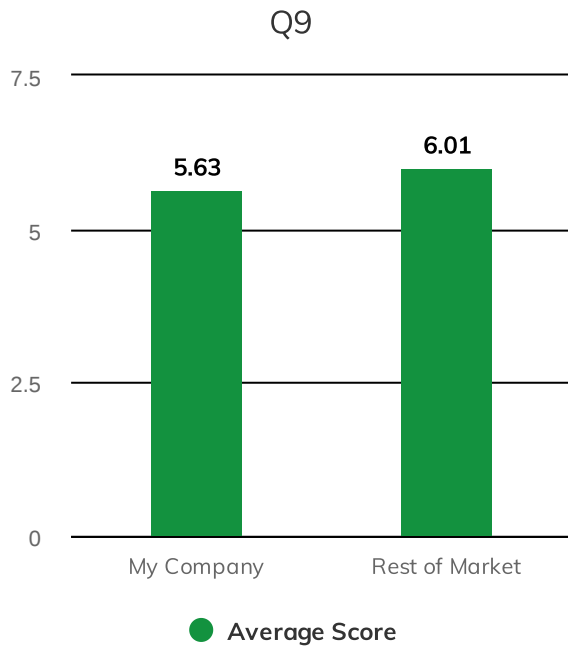
Our facilities contribute to a good working environment



CHAPTER 7: WORK ENVIRONMENT



My commute is reasonable and I am able to arrive to work on time



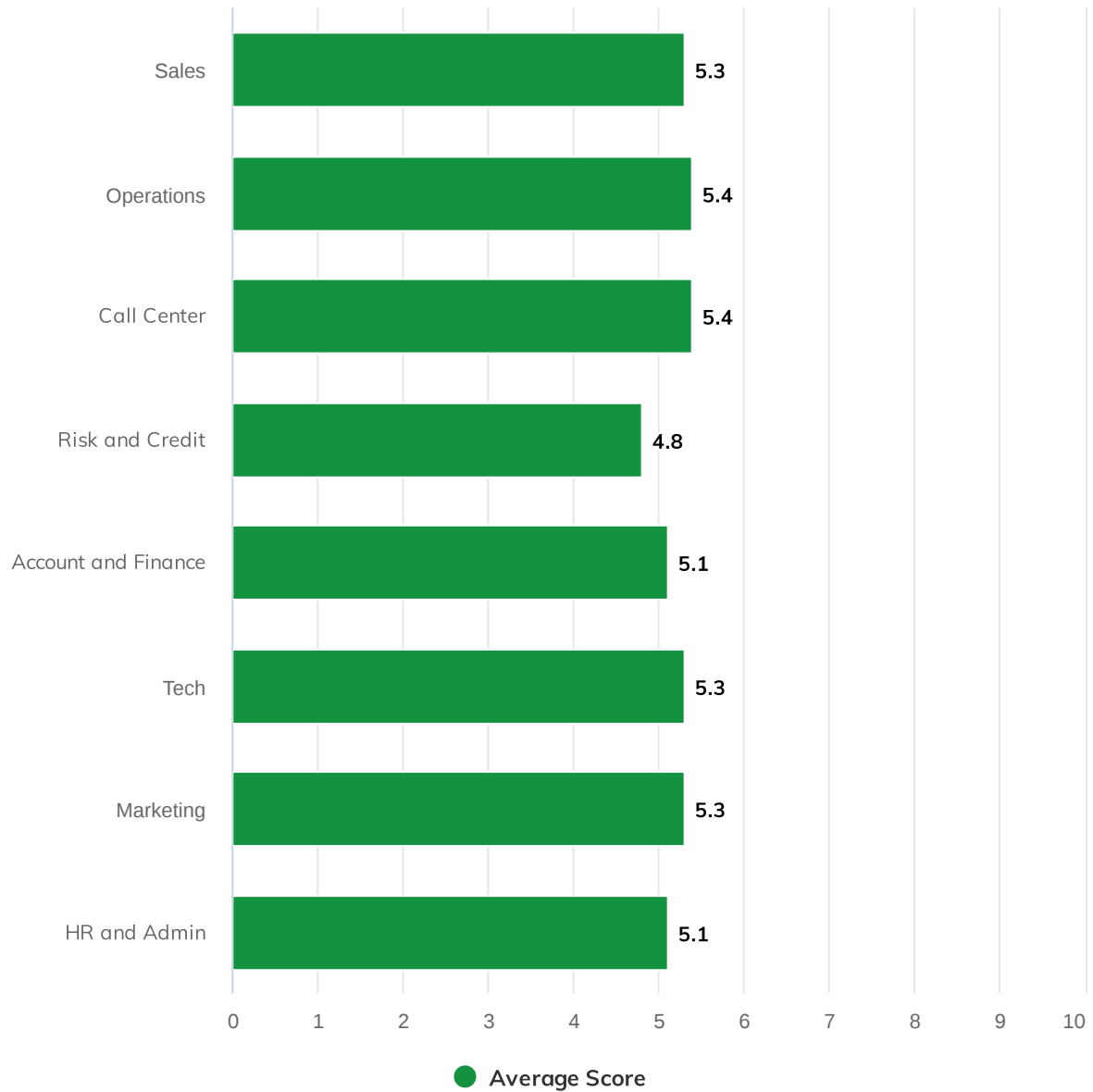
I would recommend this company to my friends



CHAPTER 8 OVERVIEW: EFFECT OF THE COVID-19 ON YOUR COMPANY



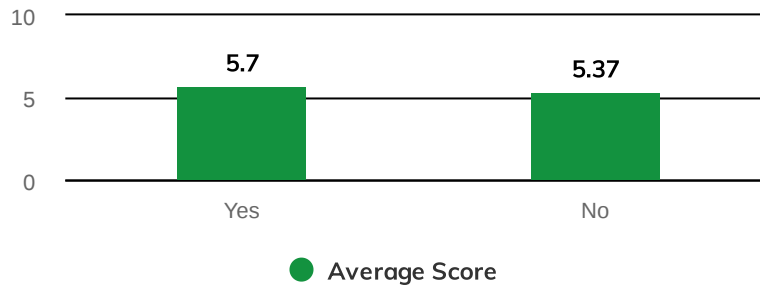
Departments



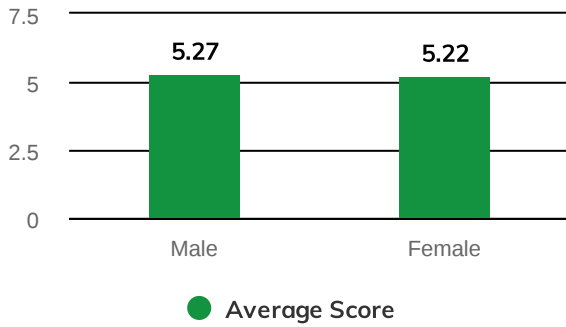
CHAPTER 8 OVERVIEW: EFFECT OF THE COVID-19 ON YOUR COMPANY



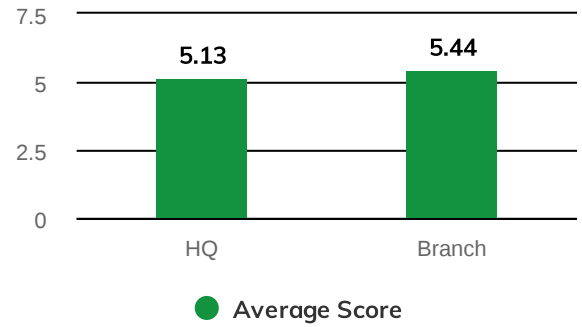
Previous Experience in Same Industry



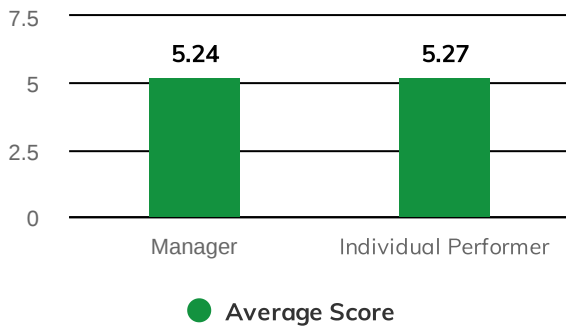
Gender



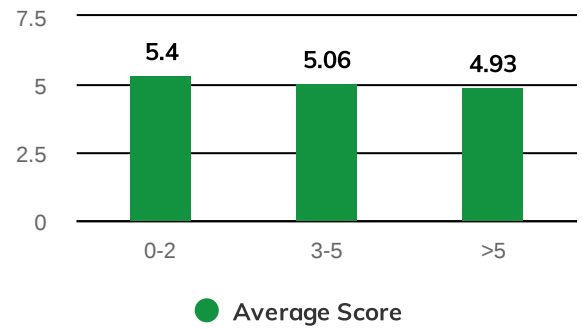
Location



Role



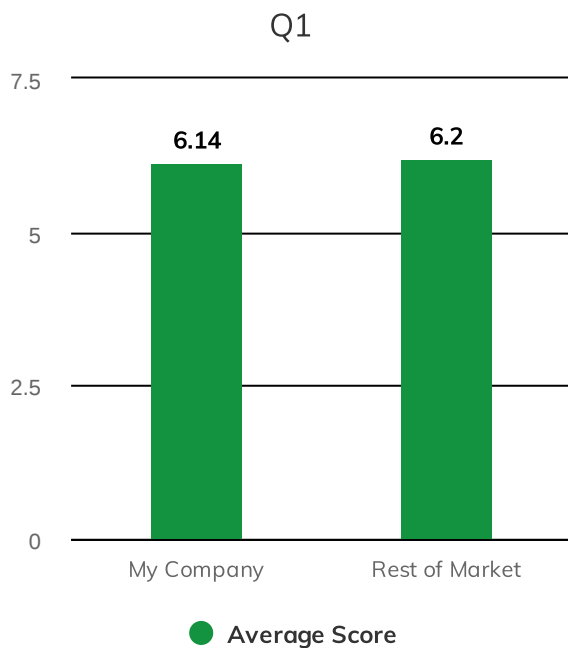
Tenure in Years



CHAPTER 8: EFFECT OF THE COVID-19 ON YOUR COMPANY



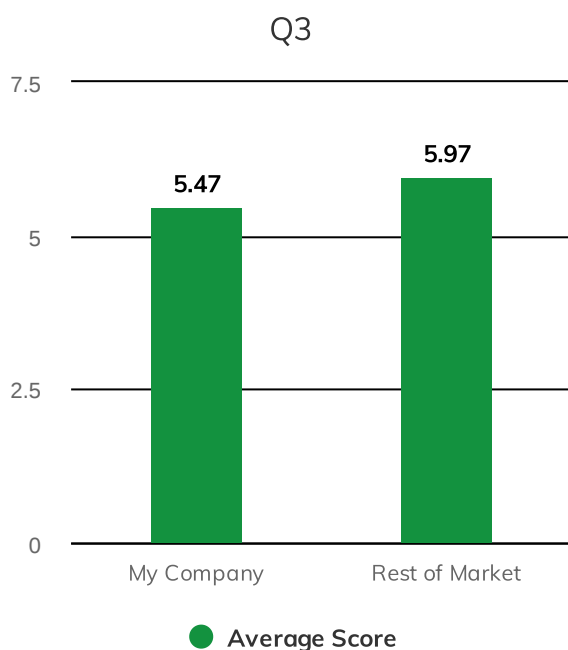
I agree with all the actions taken by the company during the COVID-19 crisis



I feel personally financially secure in my job during COVID-19



Communication from management during this time has been transparent and truthful



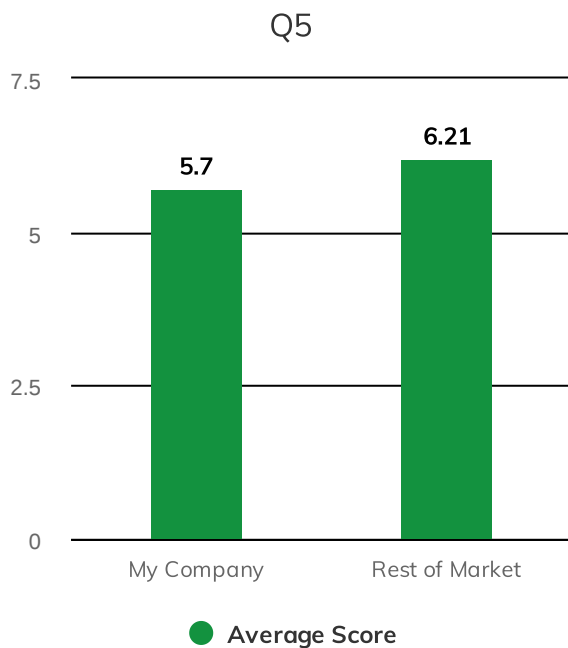
I understand why the company may need to make cost cuts, layoffs, redundancies



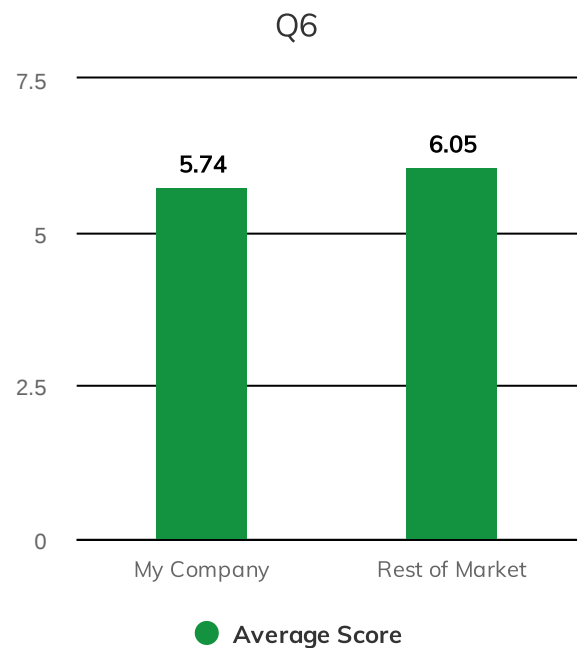
CHAPTER 8: EFFECT OF THE COVID-19 ON YOUR COMPANY



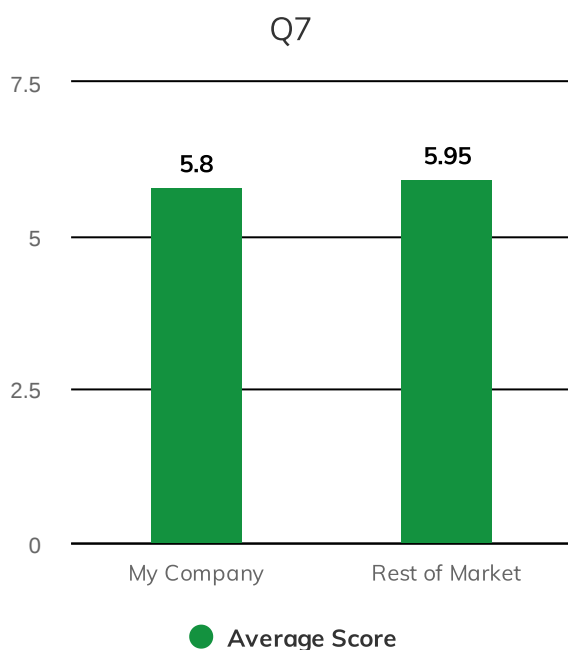
I feel the company has a solid plan forward to survive the Covid-19 crisis



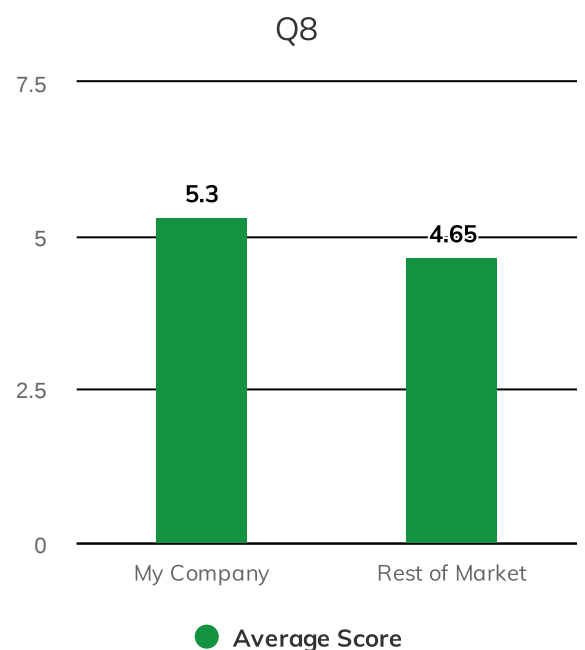
I feel my company acted very fast in response to the Covid-19 crisis



I feel the company genuinely cares about me and my family during this crisis



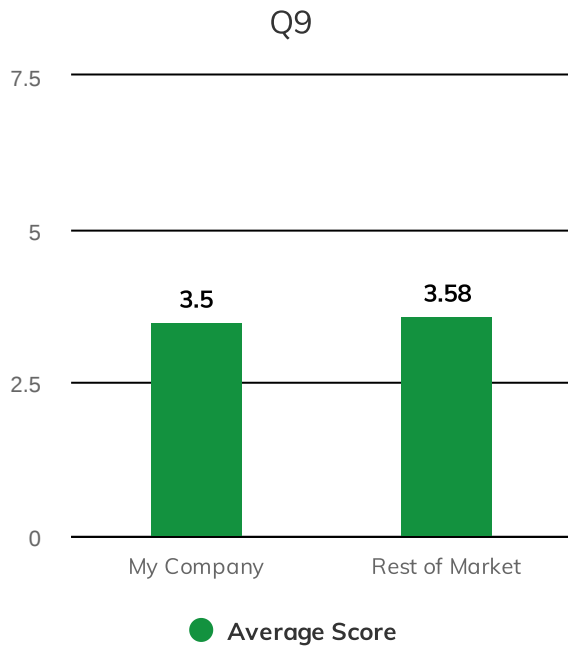
I am comfortable and being productive working from home



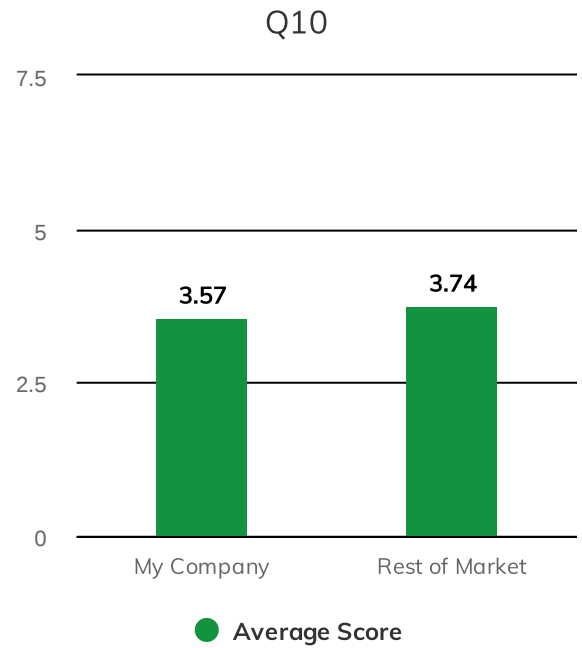
CHAPTER 8: EFFECT OF THE COVID-19 ON YOUR COMPANY



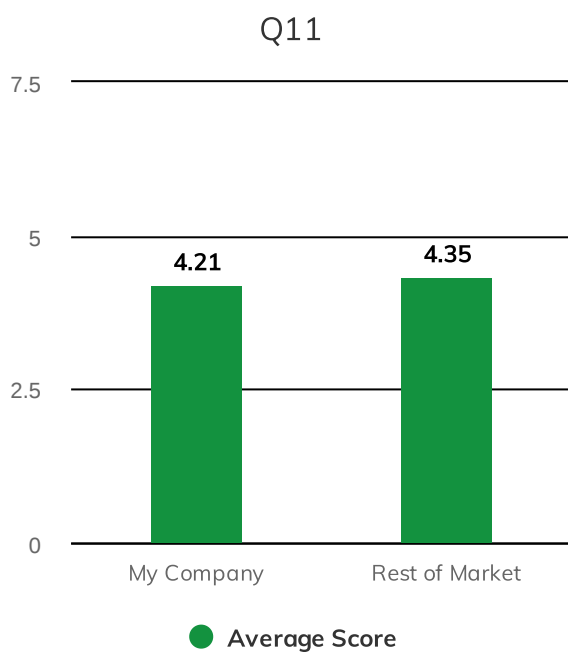
I am afraid of coming to work at the office



I am afraid of meeting with clients, suppliers or business partners



I have experience frequent power cuts during Work From Home period



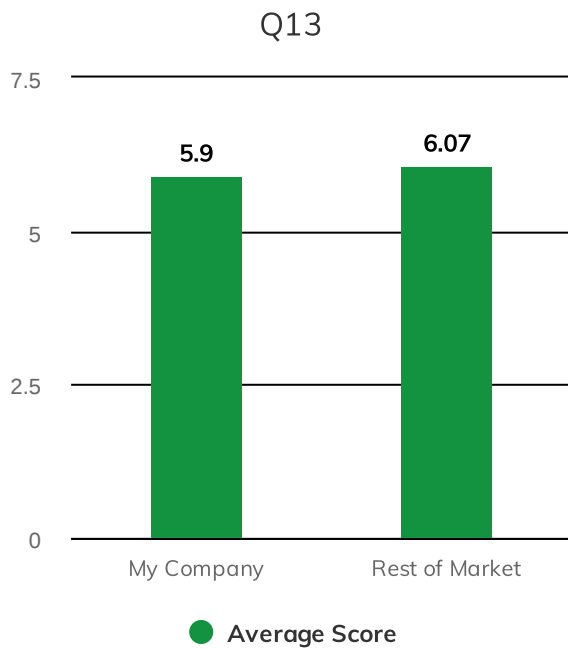
I have high motivation when I worked from home



CHAPTER 8: EFFECT OF THE COVID-19 ON YOUR COMPANY



Overall I am proud of how my company has reacted to the COVID-19 crisis



I am satisfied with what the company has done to improve health and safety measures

