



**BEST COMPANIES TO
WORK IN MYANMAR**

— 2022 —

Employee's Choice

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**THE BCIM REPORT
2022**

COMPANY NAME: Name Hidden
TOTAL RESPONDENTS: 424
DATE: SEPTEMBER 6, 2022



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 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



**BEST COMPANIES TO
WORK IN MYANMAR**

2022

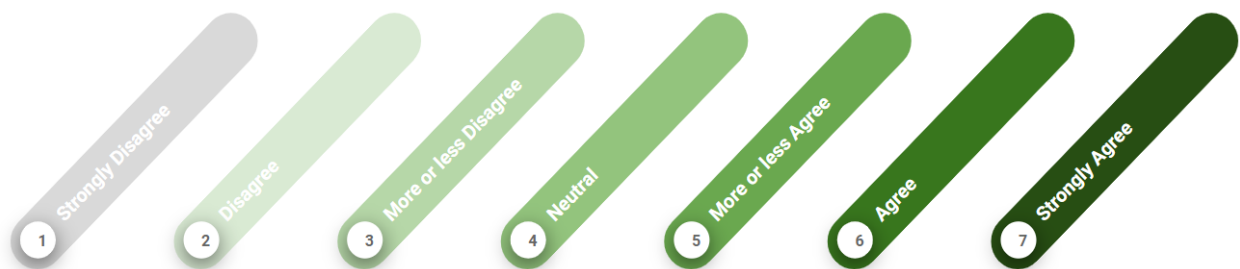
Employee's Choice

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METHODOLOGY



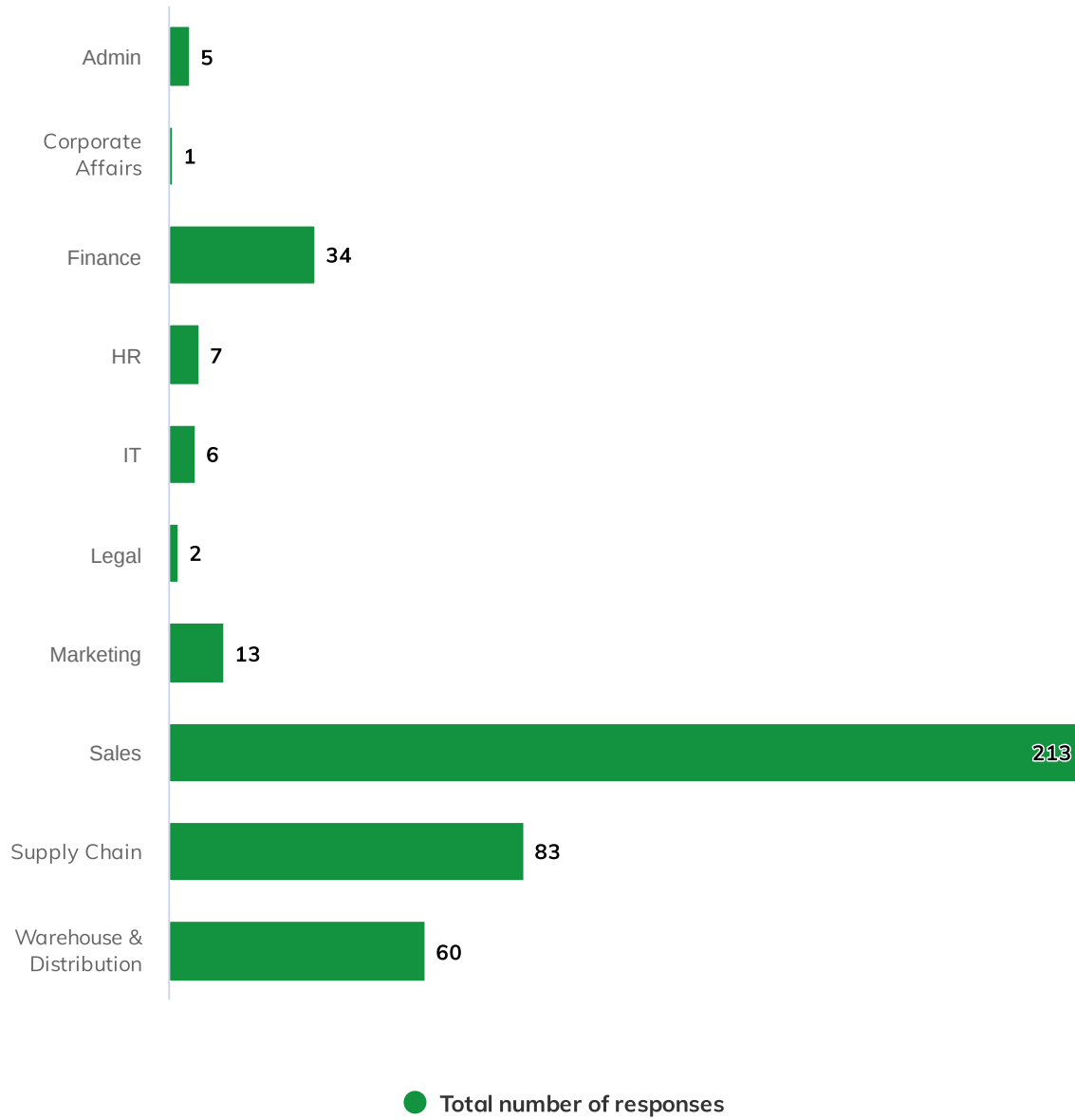
The survey is divided in 7 functional areas, from measuring employees' general alignment with company strategy to assessing the overall satisfaction with management and leadership in the business. Other parts include measuring satisfaction levels pertaining to teamwork, career growth opportunities and the overall work environment. Companies must reach a required number of responses threshold, varying on company size and on average ranging around 80% of the white collar portion of an organization's full time headcount. Those who achieve a minimum overall score as measured by the Employee Engagement coefficient, will have the option to officially be recognized and listed as Best Companies to Work in Myanmar for a given year.



RESPONDENTS DETAILS



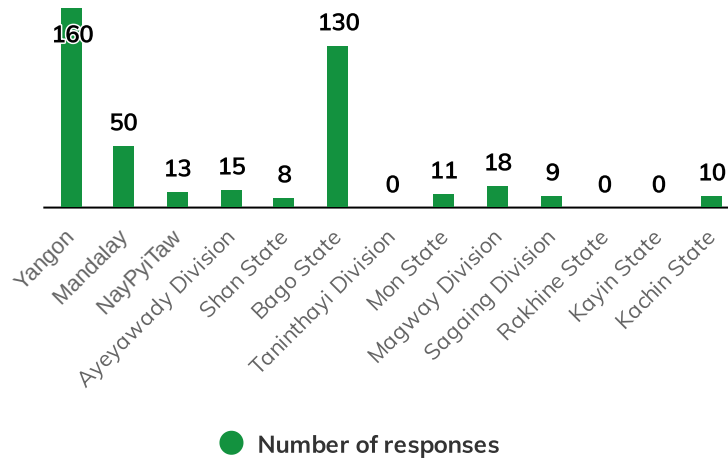
Departments



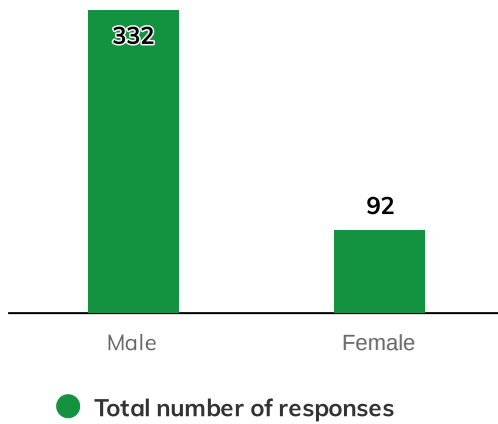
RESPONDENTS DETAILS



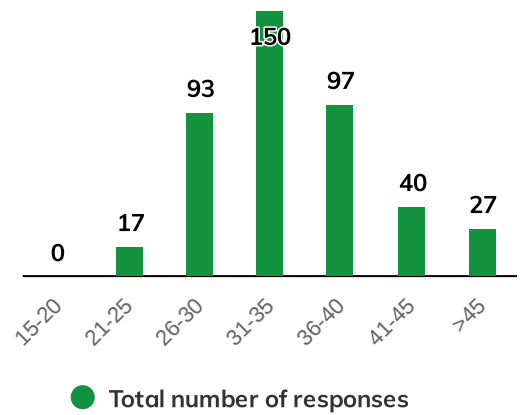
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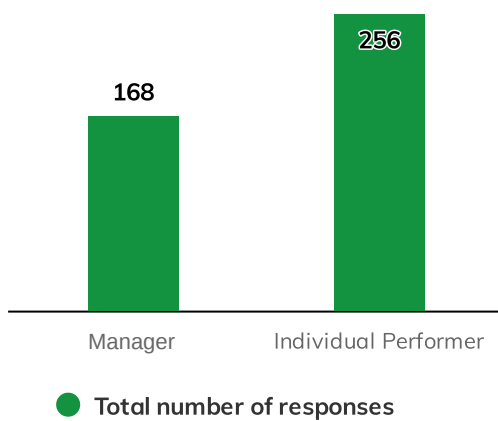
Gender



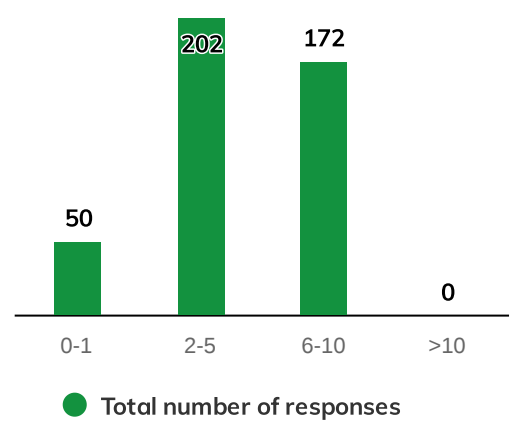
Age



Role



Tenure





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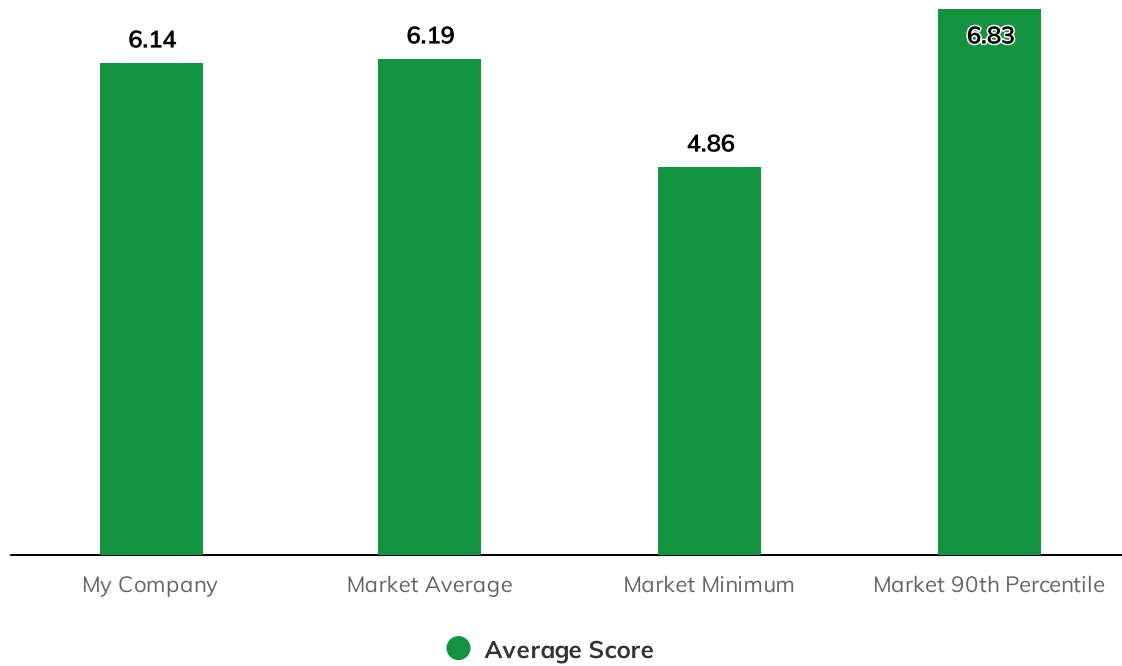
Employee's Choice

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OVERALL SUMMARY



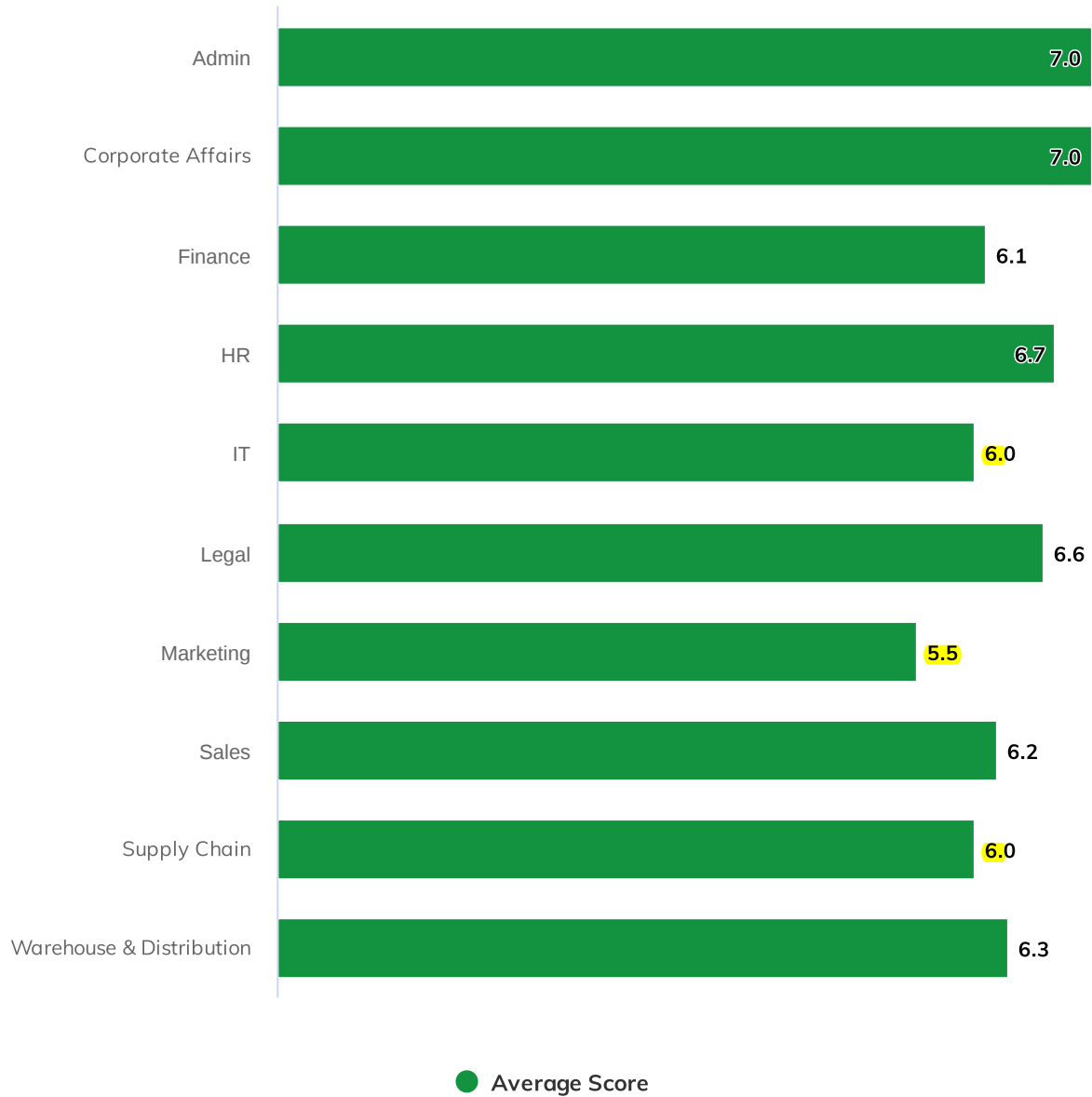
Overall average scores



OVERALL AVERAGE EMPLOYEE ENGAGEMENT SCORES ACROSS SEGMENTS



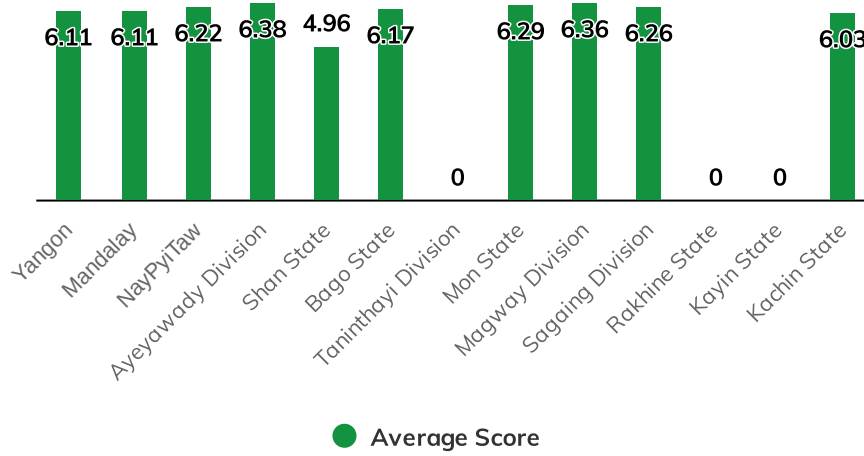
Departments



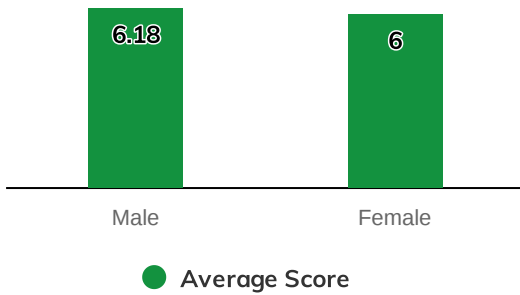
OVERALL AVERAGE EMPLOYEE ENGAGEMENT SCORES ACROSS SEGMENTS



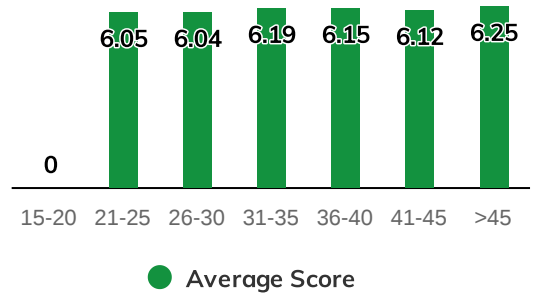
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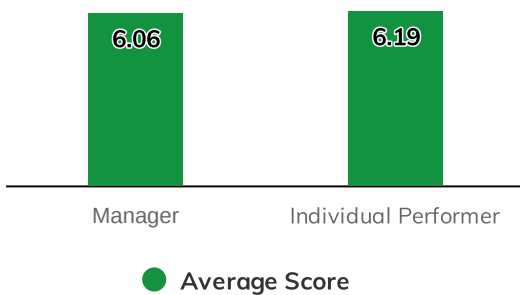
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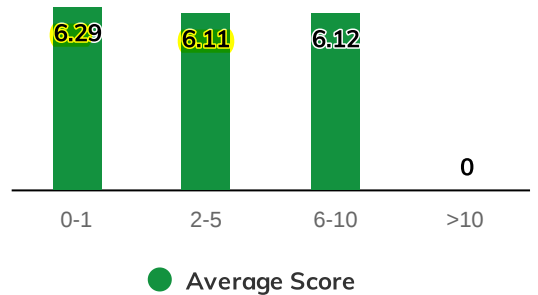
Age



Role



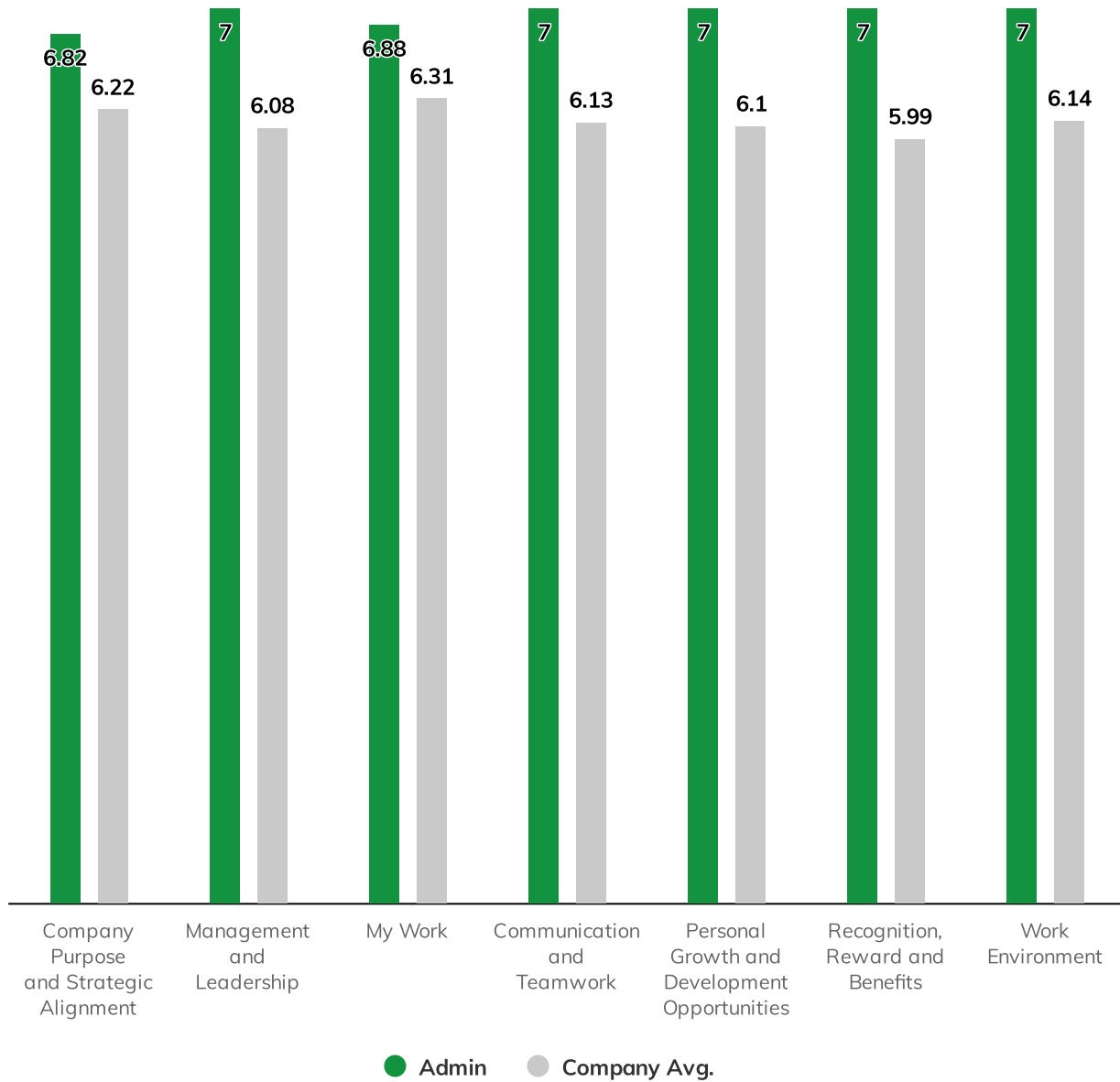
Tenure



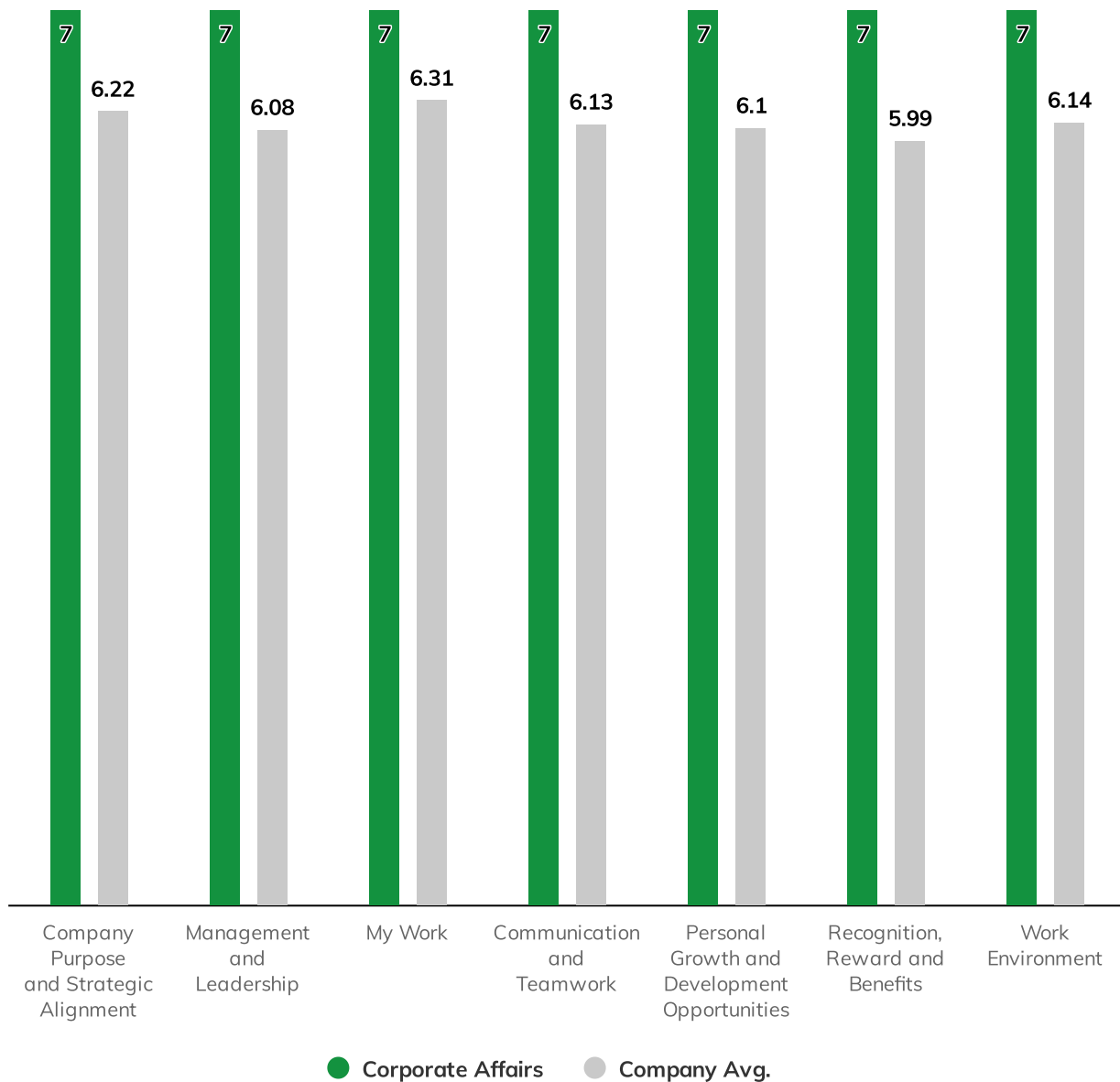
DEPARTMENT ANALYSIS



Admin



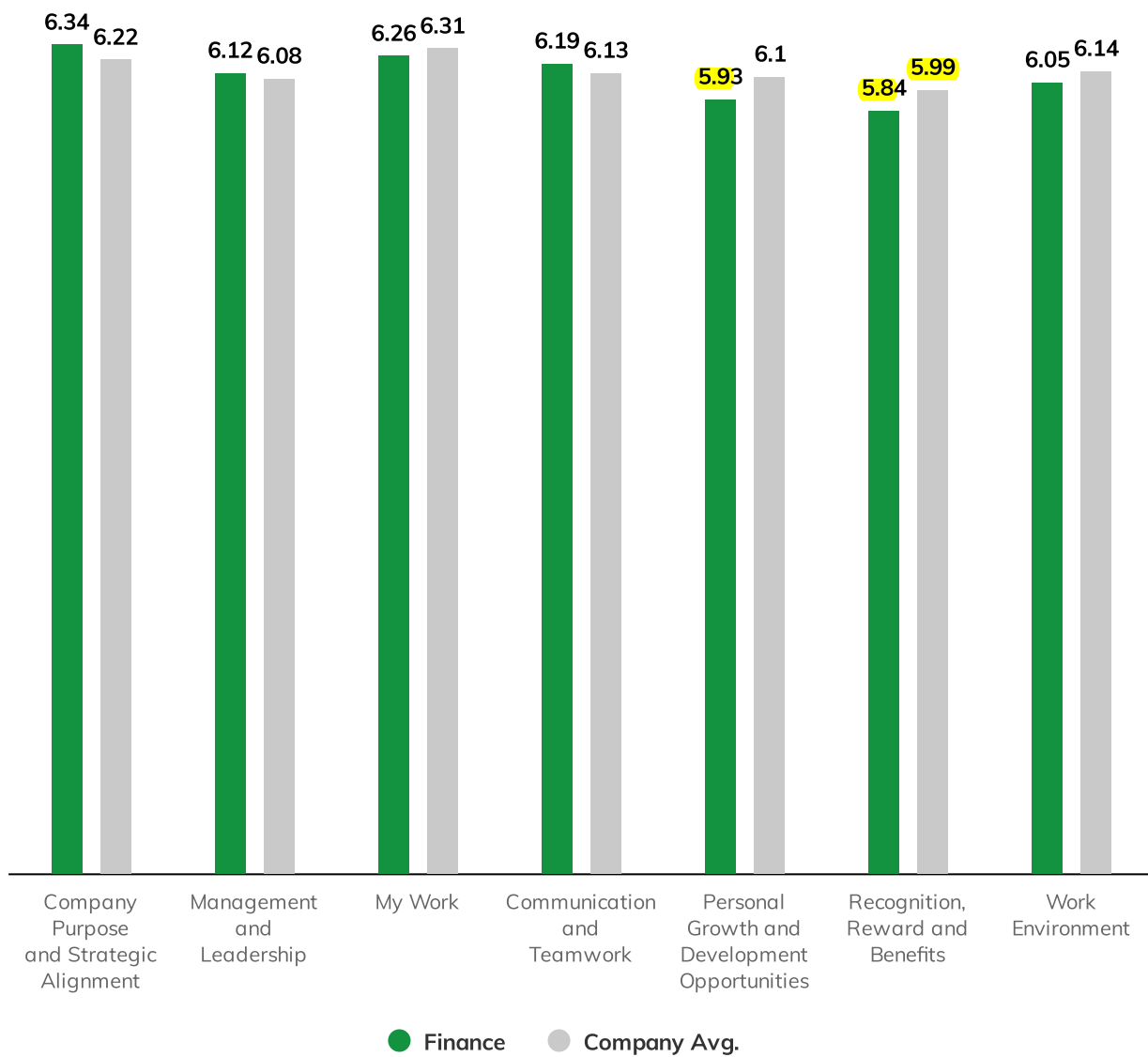
Corporate Affairs



DEPARTMENT ANALYSIS



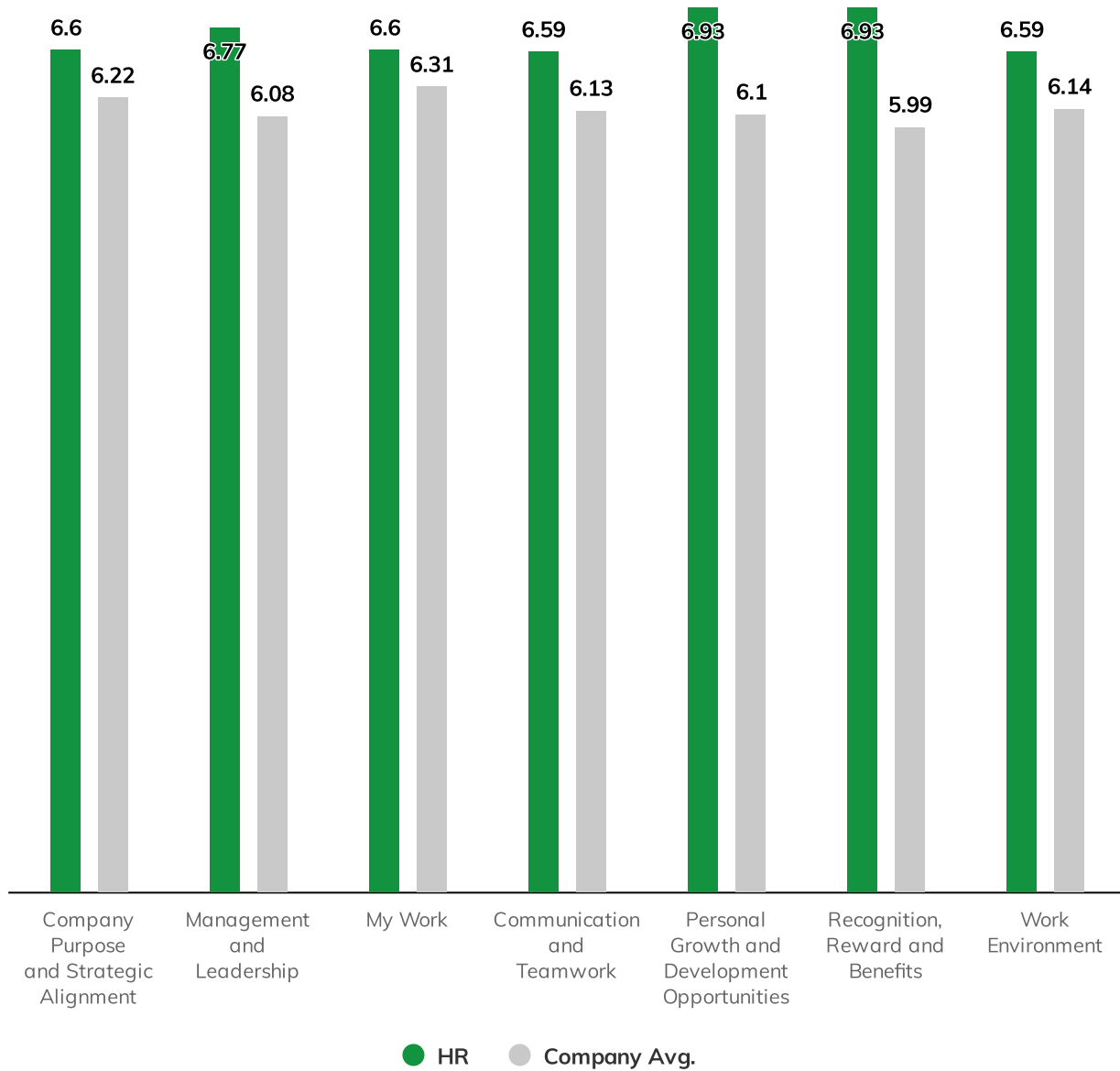
Finance



DEPARTMENT ANALYSIS



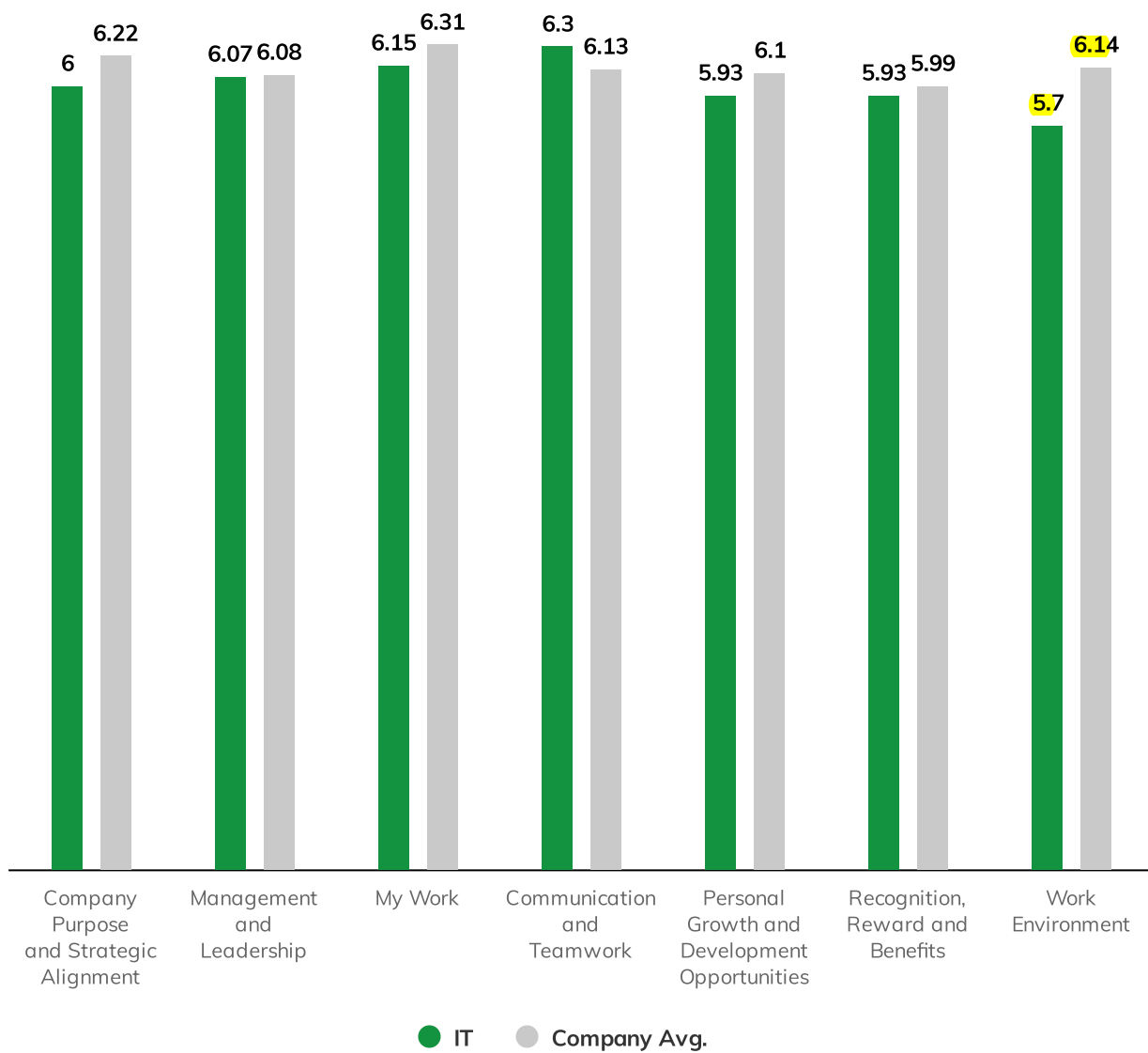
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DEPARTMENT ANALYSIS



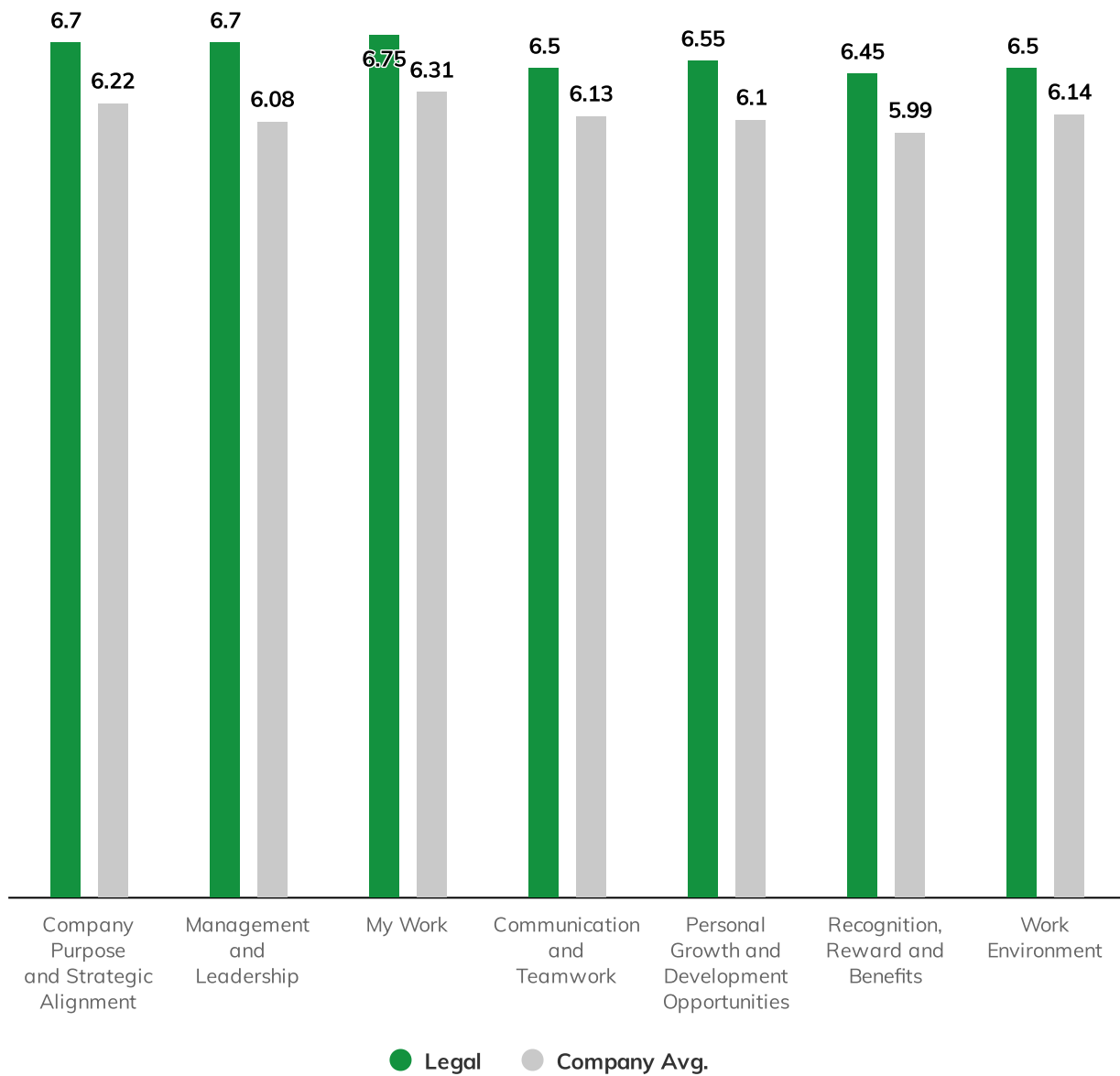
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DEPARTMENT ANALYSIS



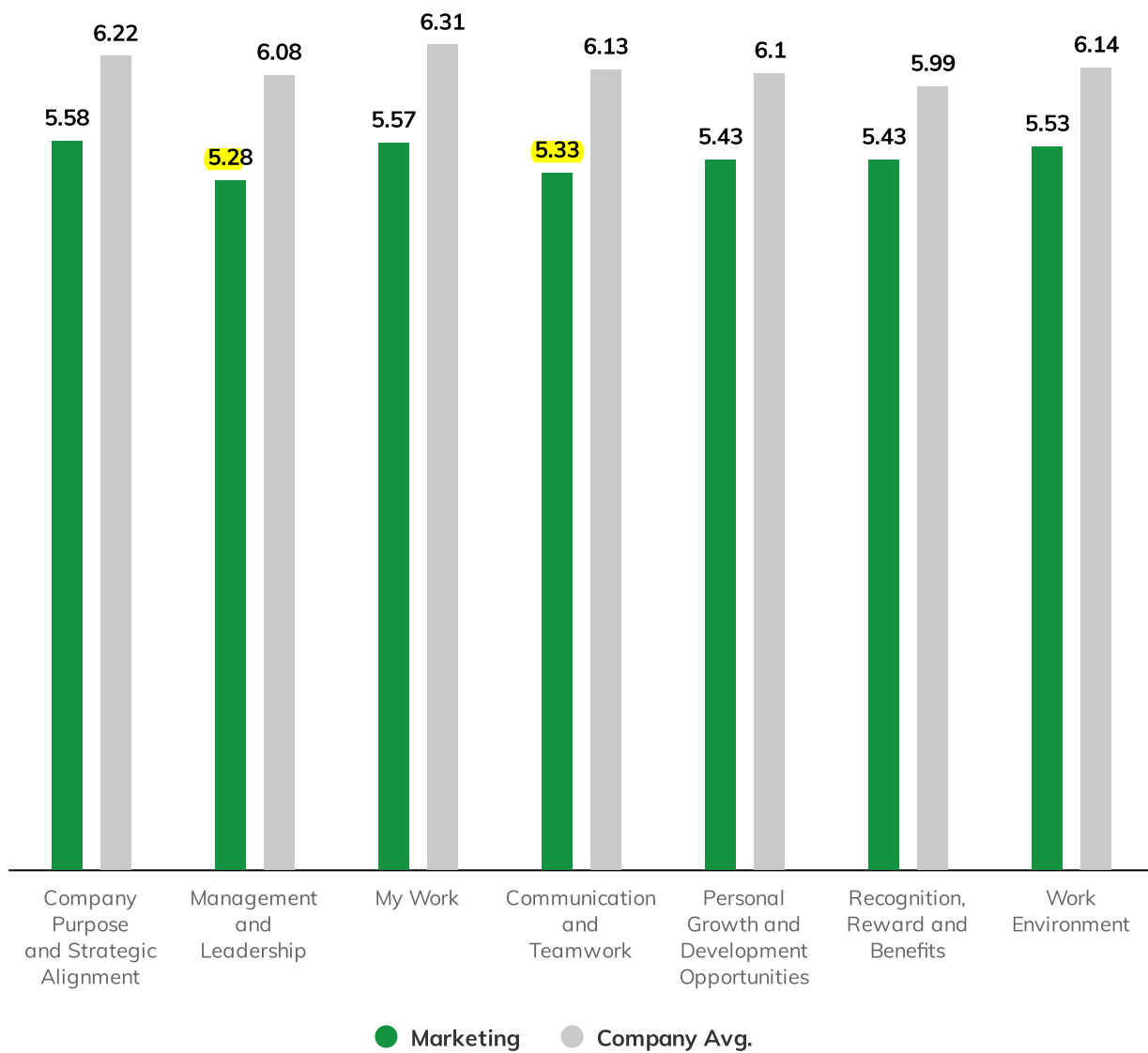
Legal



DEPARTMENT ANALYSIS



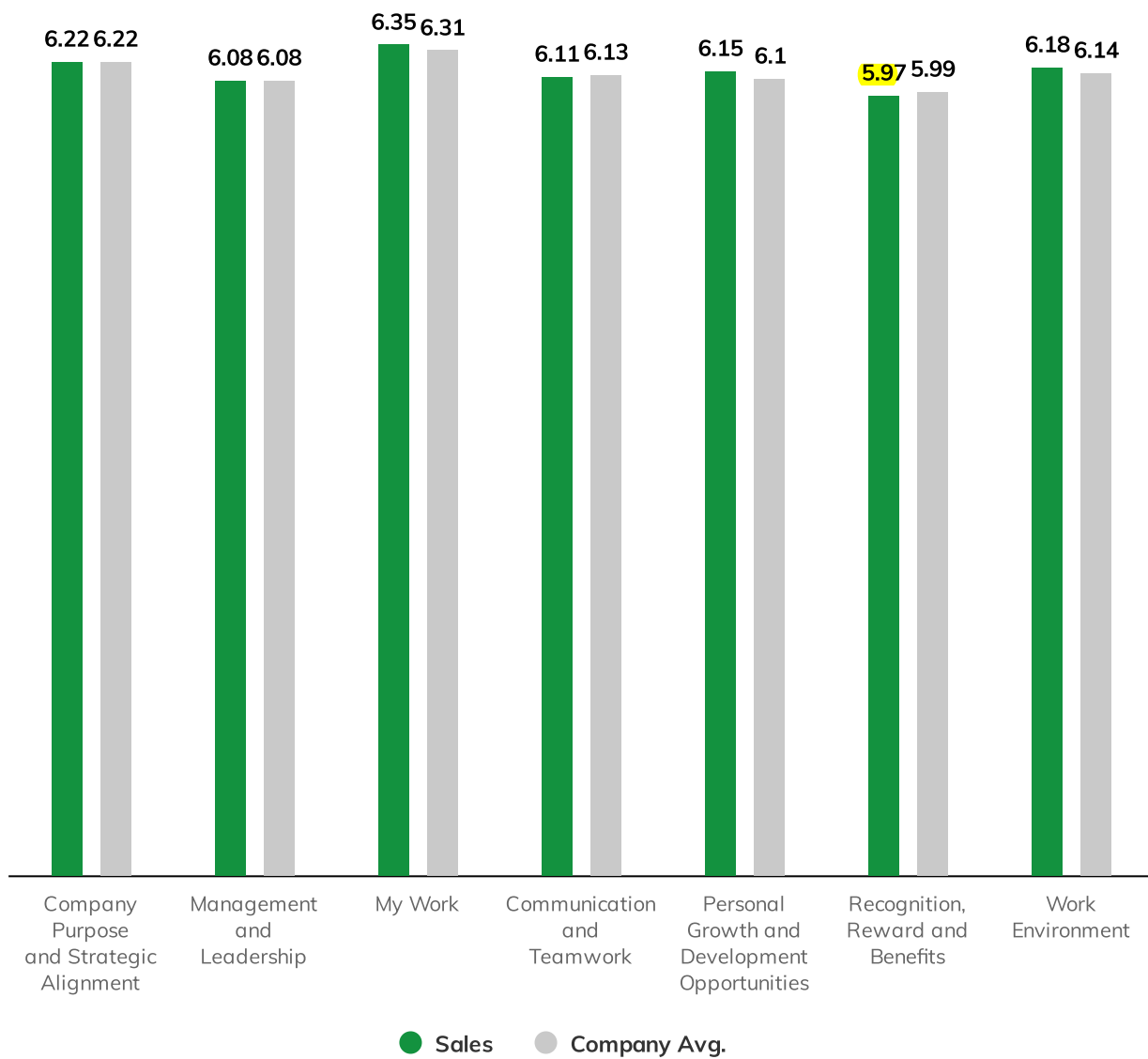
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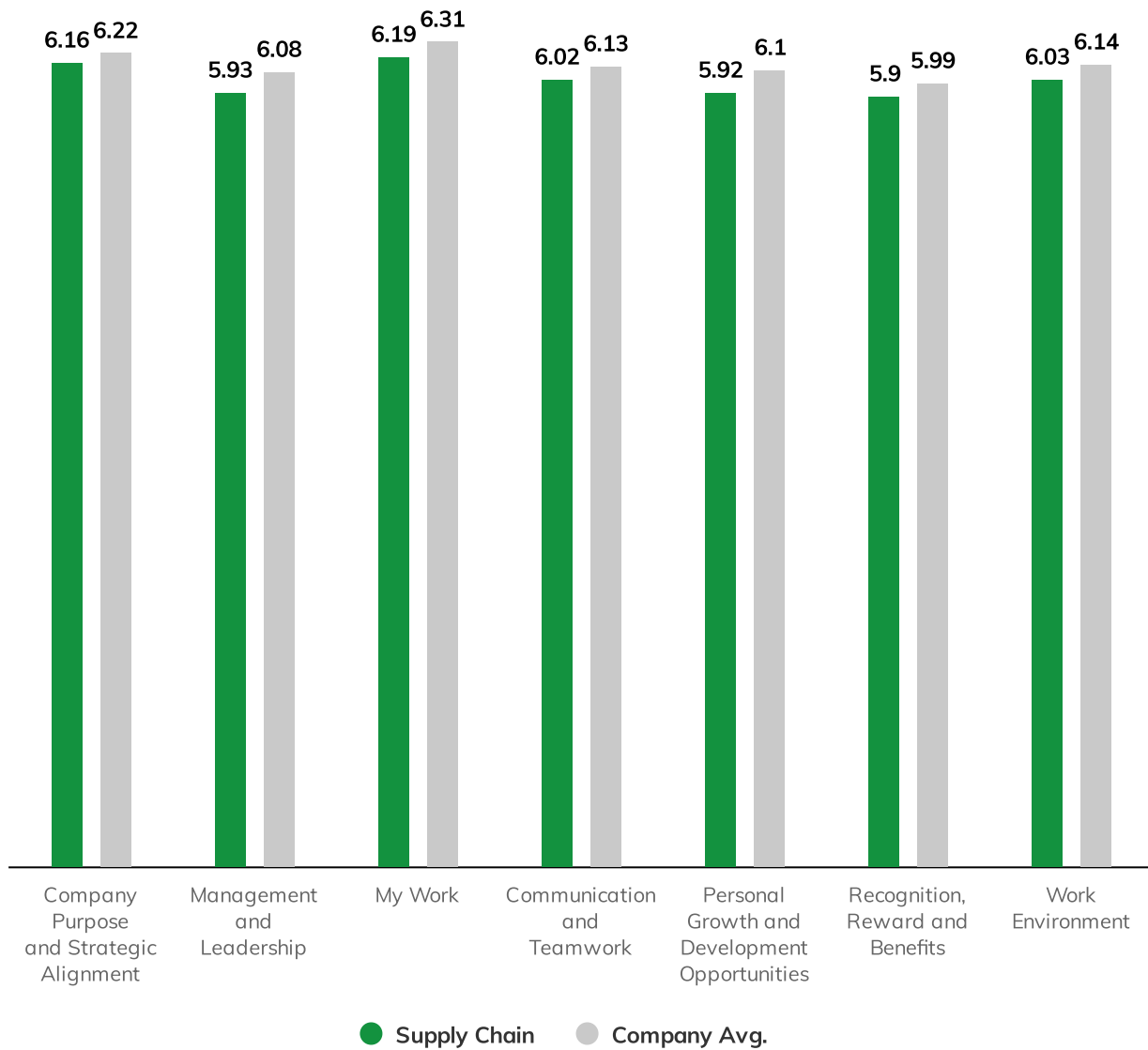
DEPARTMENT ANALYSIS



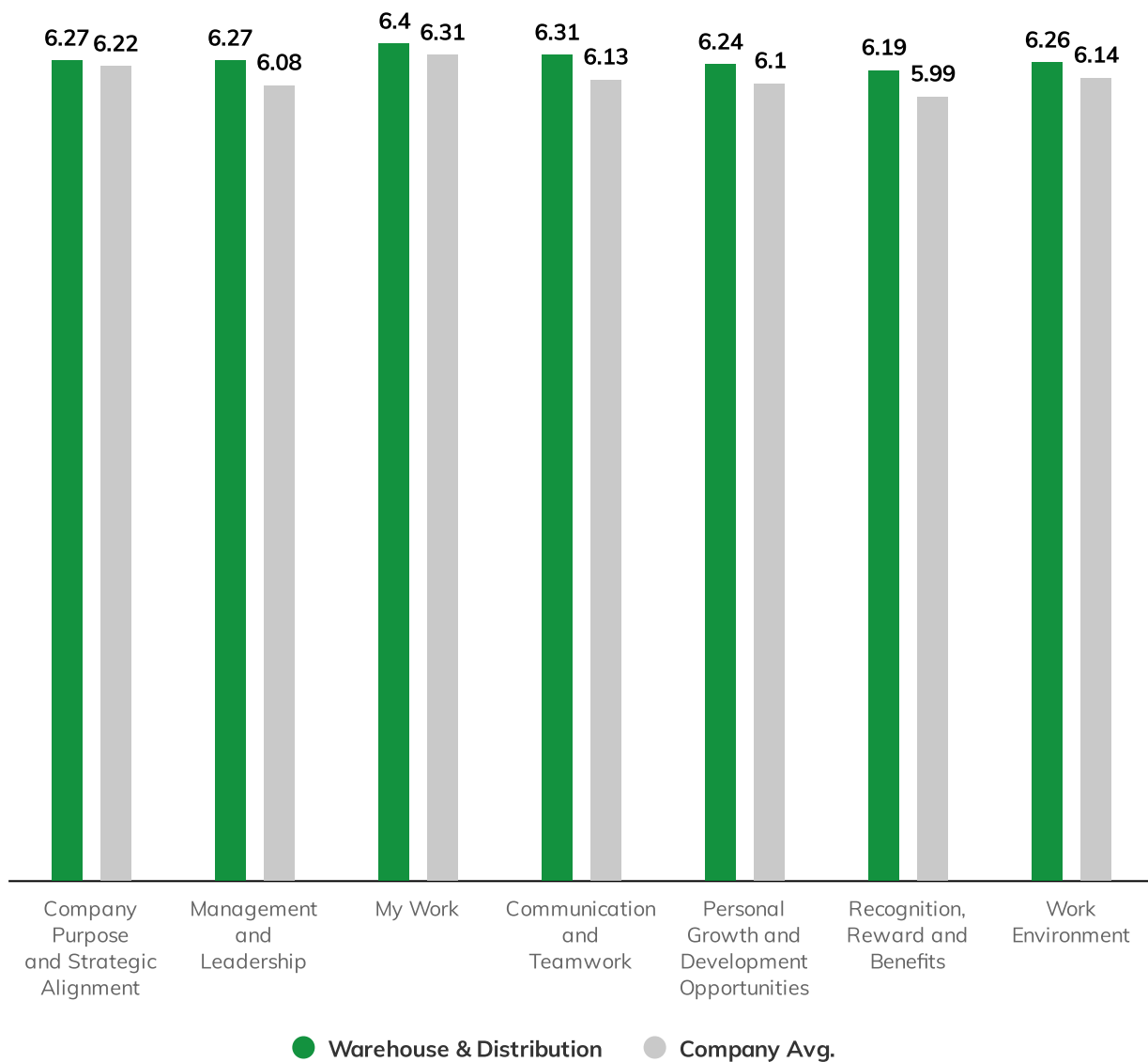
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Supply Chain



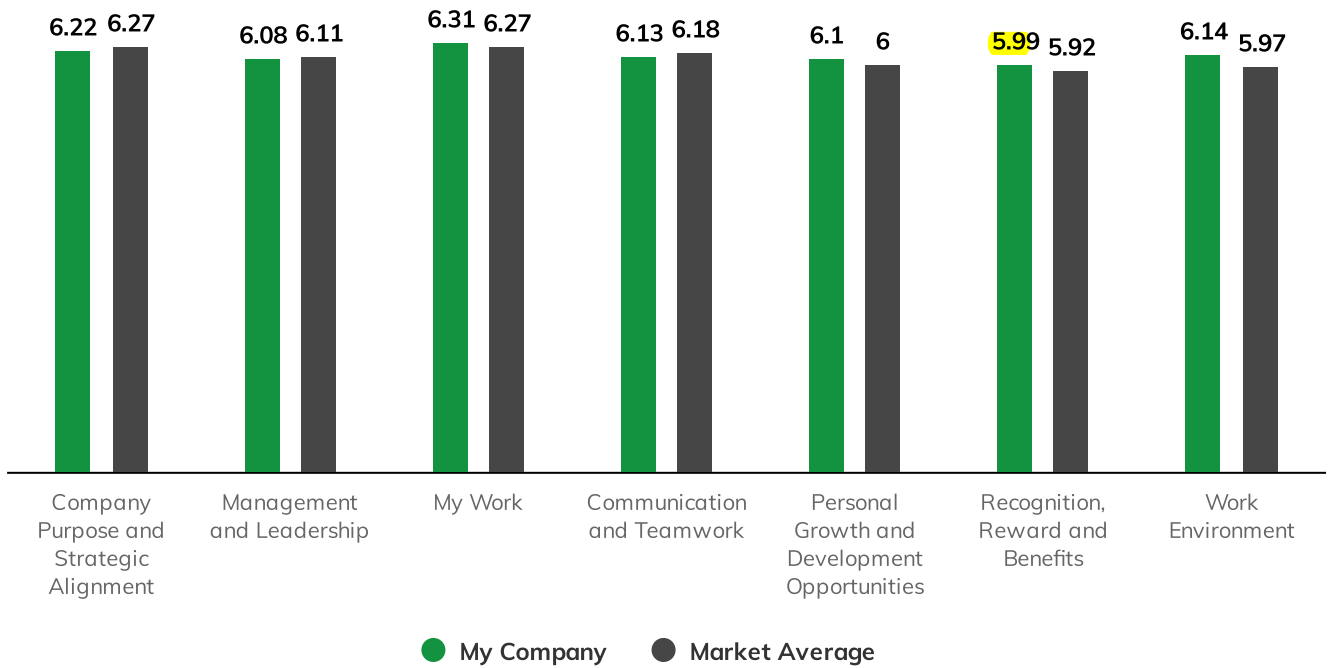
Warehouse & Distribution



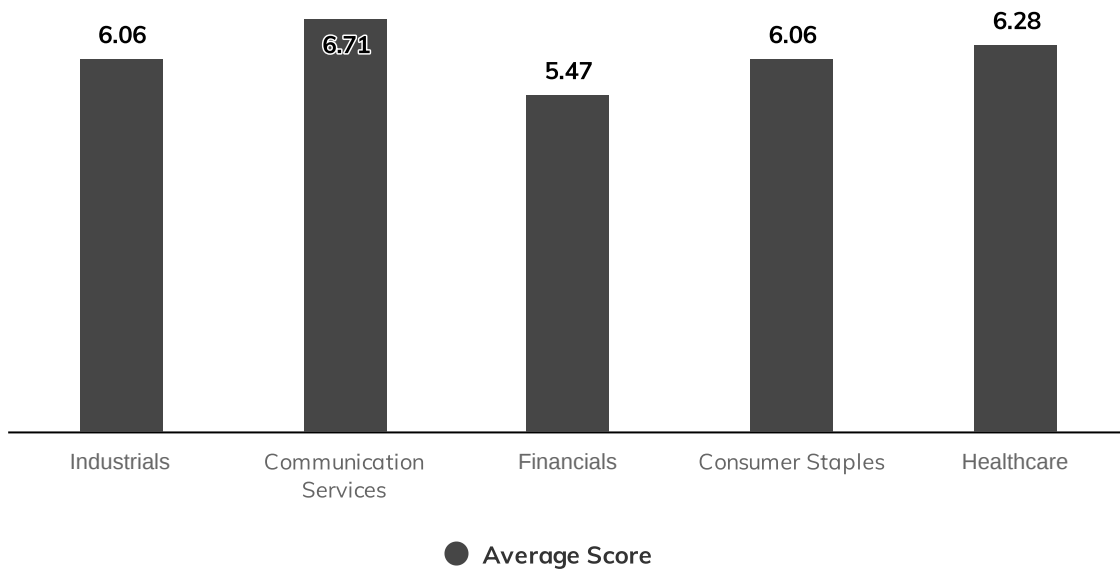
BENCHMARKING



Overall AVG. Employee Engagement Scores



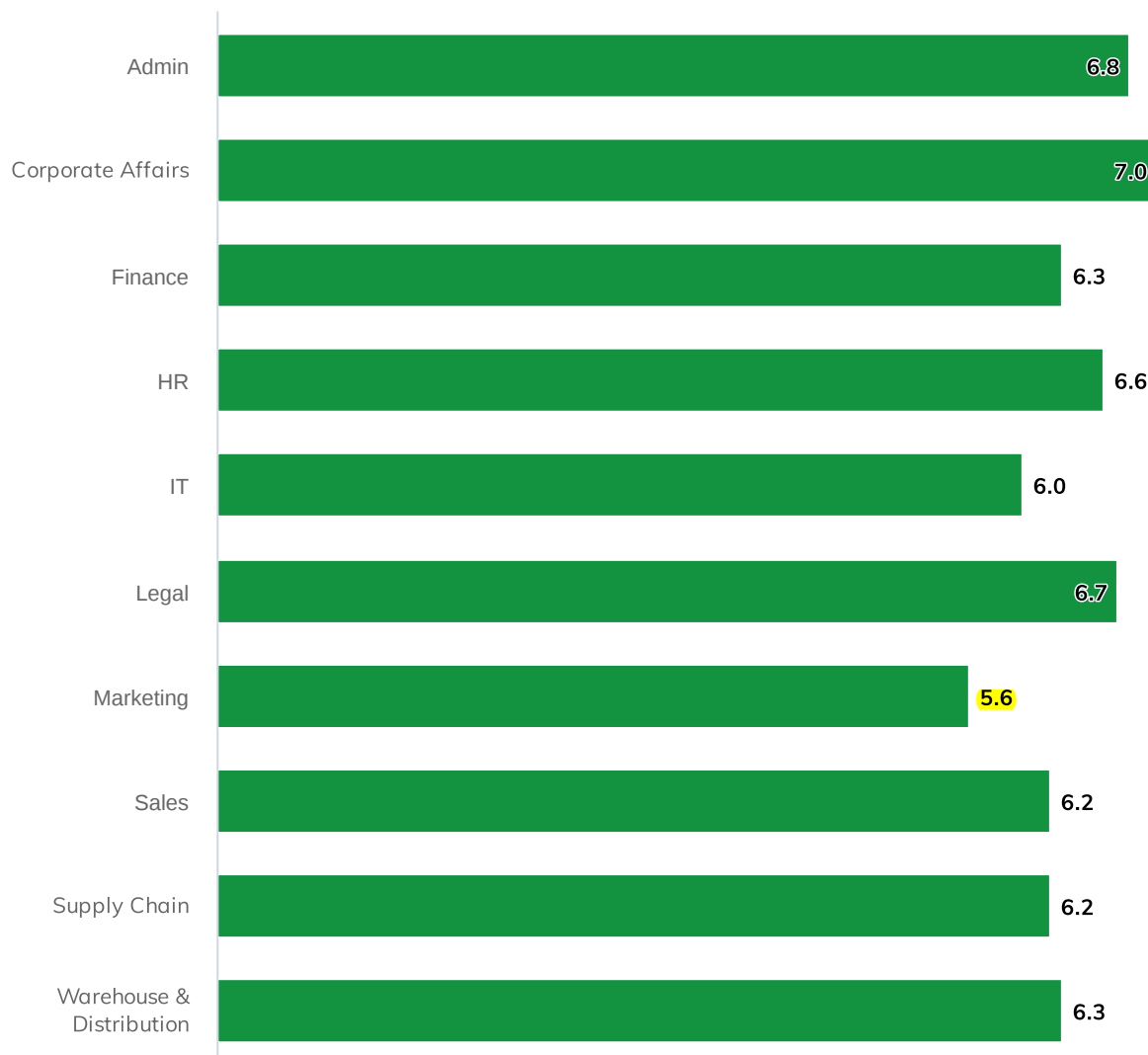
Industry Overall Average Scores



CHAPTER 1 OVERVIEW: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



Departments

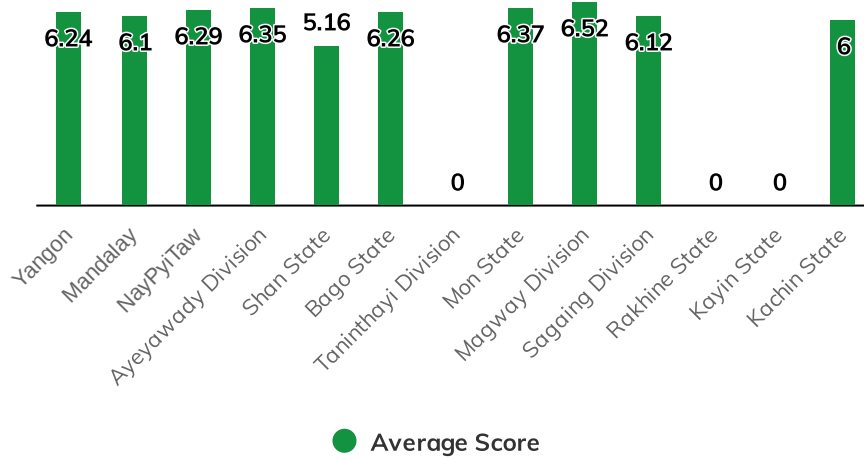


● Average Score

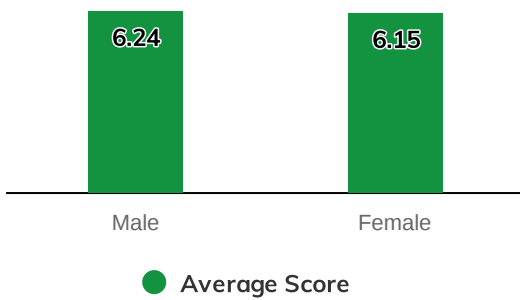
CHAPTER 1 OVERVIEW: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



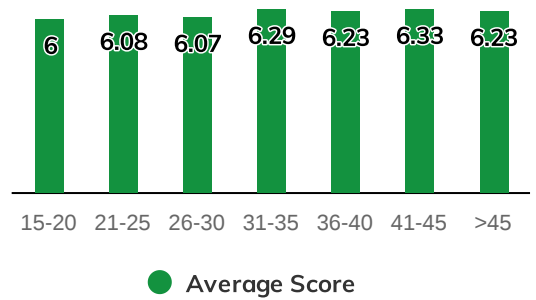
Location



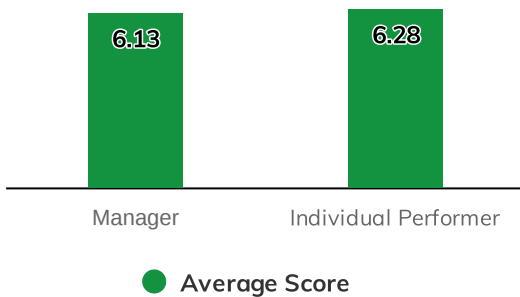
Gender



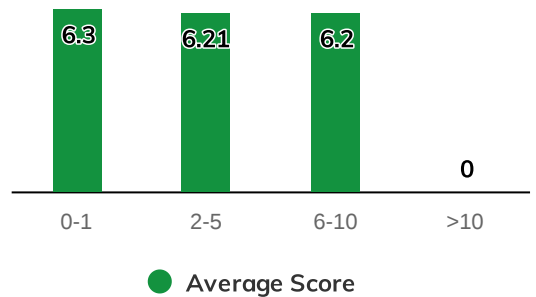
Age



Role



Tenure



CHAPTER 1: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



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

Q1



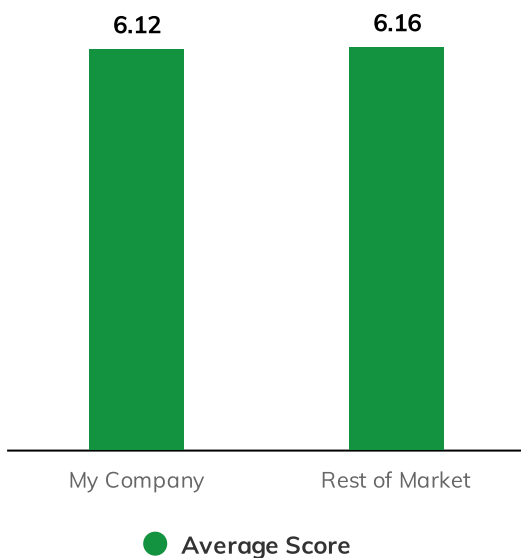
I know the company's vision and mission by heart

Q2



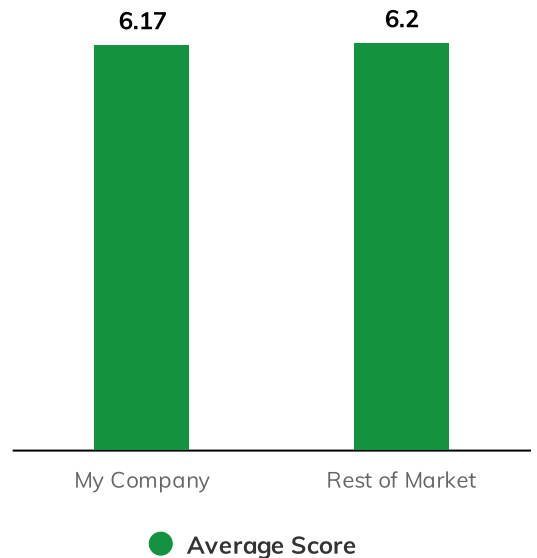
The management team regularly communicates the company direction and strategy

Q3



The values of the organization are very clear to me

Q4

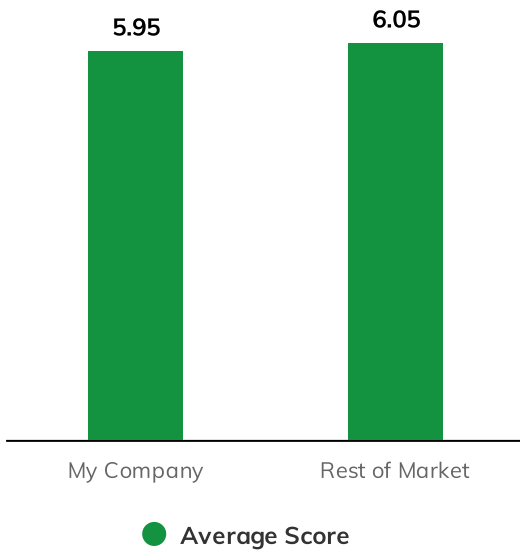


CHAPTER 1: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



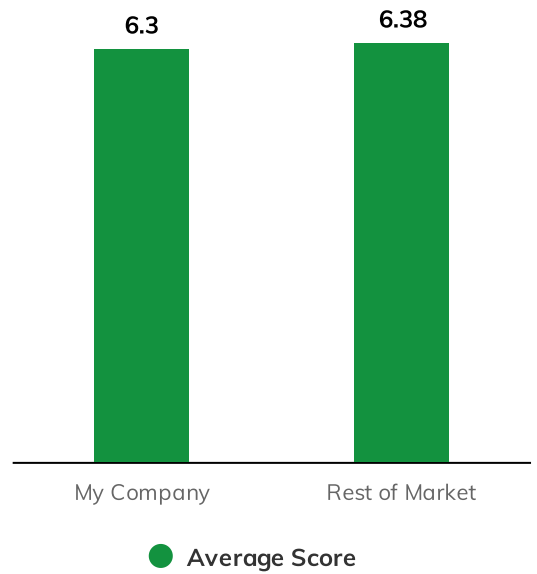
The values of this organization influence how I think and do my work

Q5



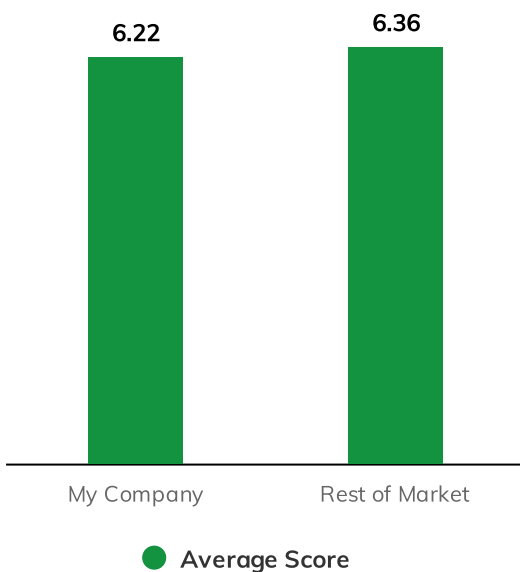
The values of this business are a primary driver of the behavior of the employees

Q6



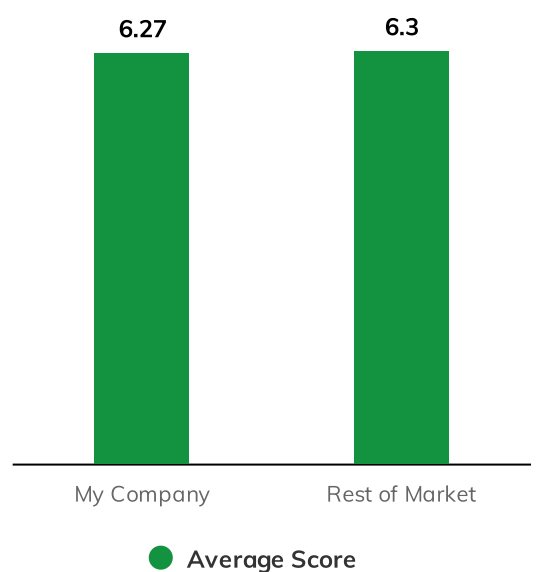
Employees in this organization work towards the achievement of a common goal

Q7



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

Q8

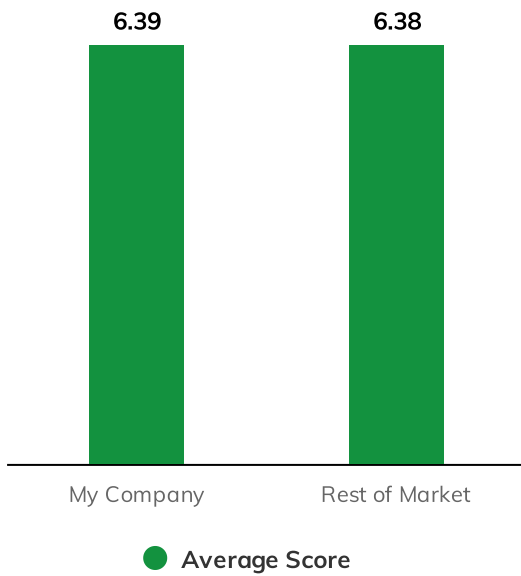


CHAPTER 1: COMPANY PURPOSE AND STRATEGIC ALIGNMENT



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

Q9



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

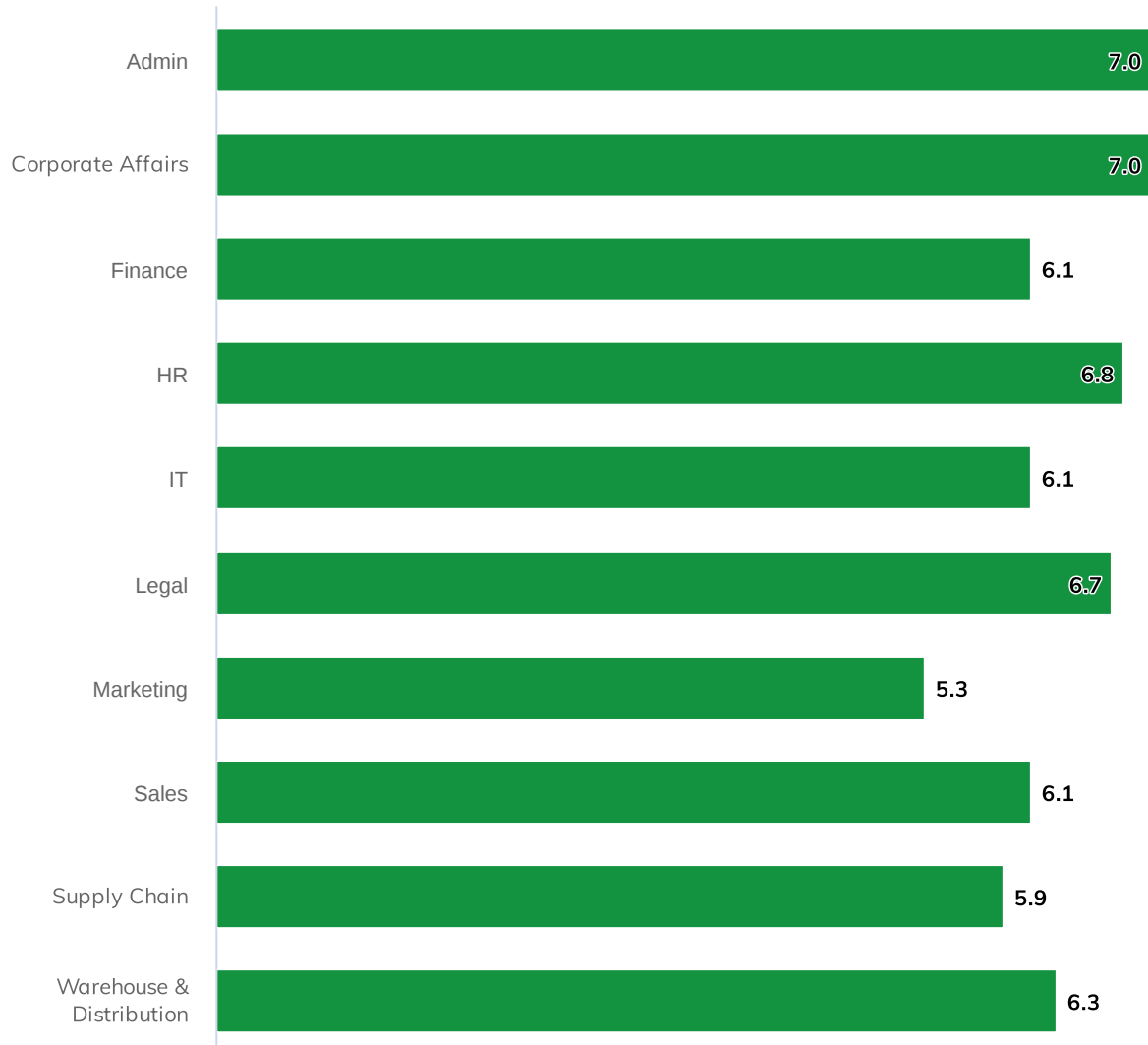
Q10



CHAPTER 2 OVERVIEW: MANAGEMENT AND LEADERSHIP



Departments

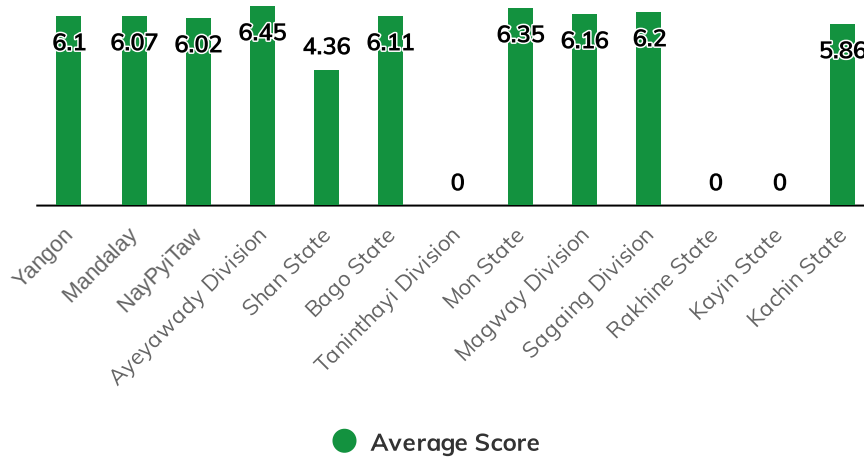


● Average Score

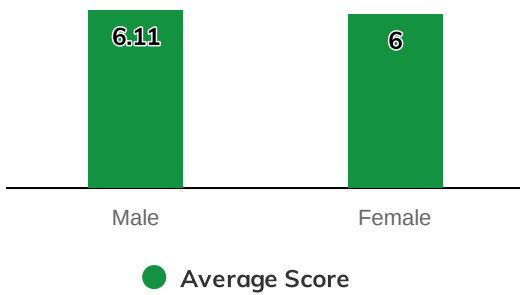
CHAPTER 2 OVERVIEW: MANAGEMENT AND LEADERSHIP



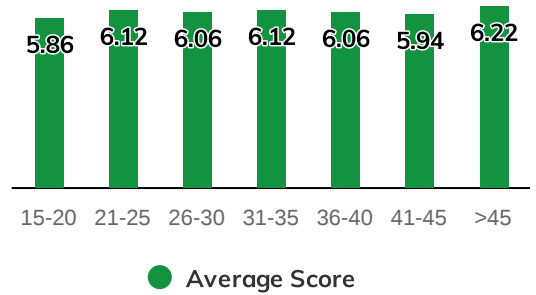
Location



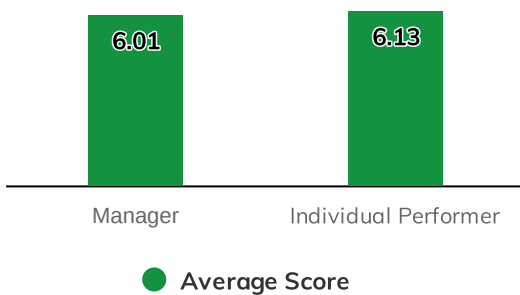
Gender



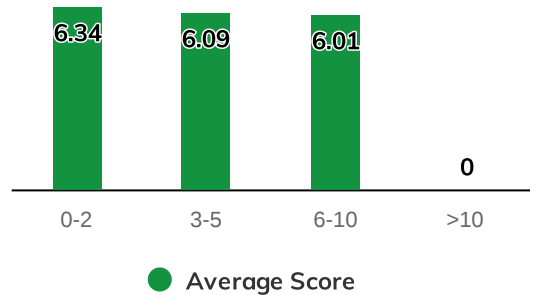
Age



Role



Tenure

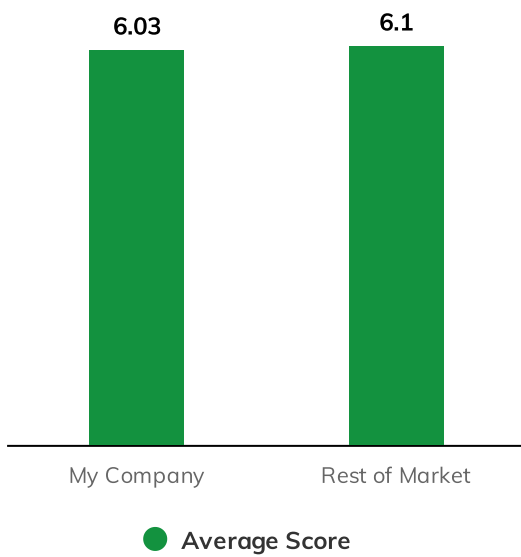


CHAPTER 2: MANAGEMENT AND LEADERSHIP



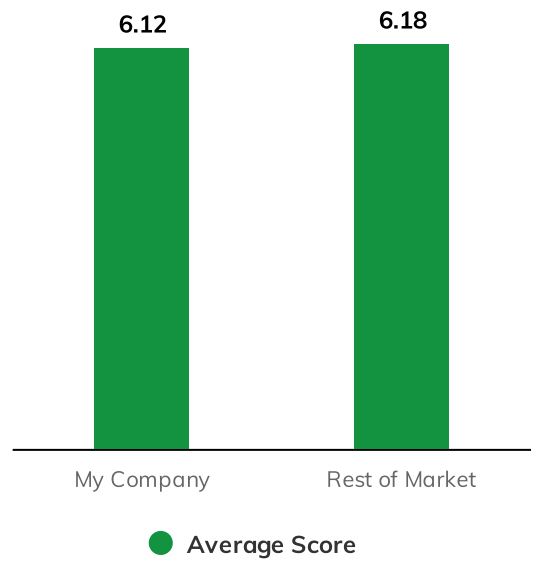
My management supports me to be successful in my job

Q1



I enjoy working with the person that manages me

Q2



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

Q3



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

Q4



CHAPTER 2: MANAGEMENT AND LEADERSHIP



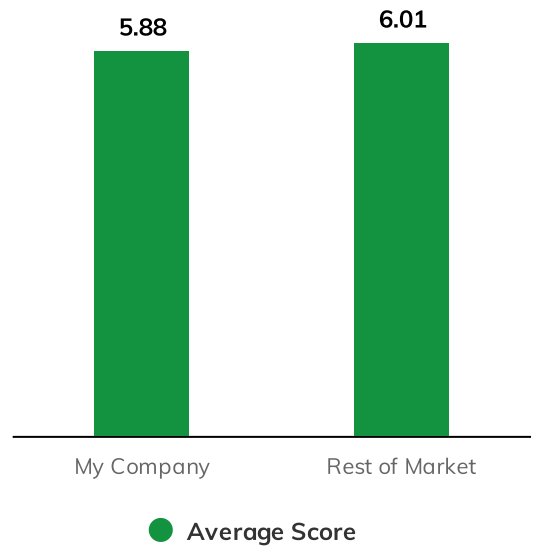
My management is honest and ethical in its business practice

Q5



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

Q6



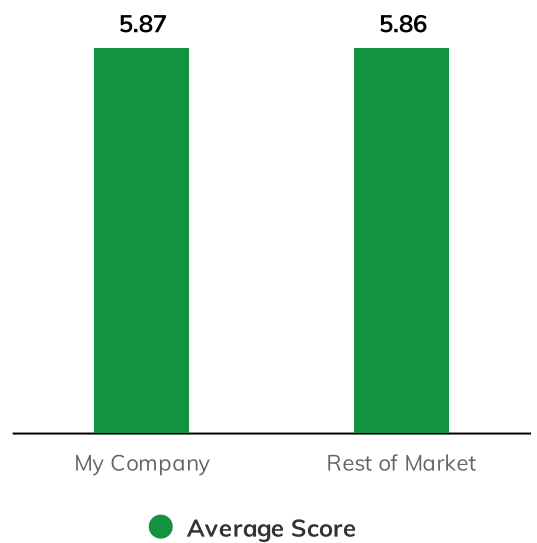
My management shows appreciation for my good work and extra effort

Q7



Management is proactive in dealing with bad performers quickly and efficiently

Q8



CHAPTER 2: MANAGEMENT AND LEADERSHIP



I feel like my manager brings out the best of me

Q9

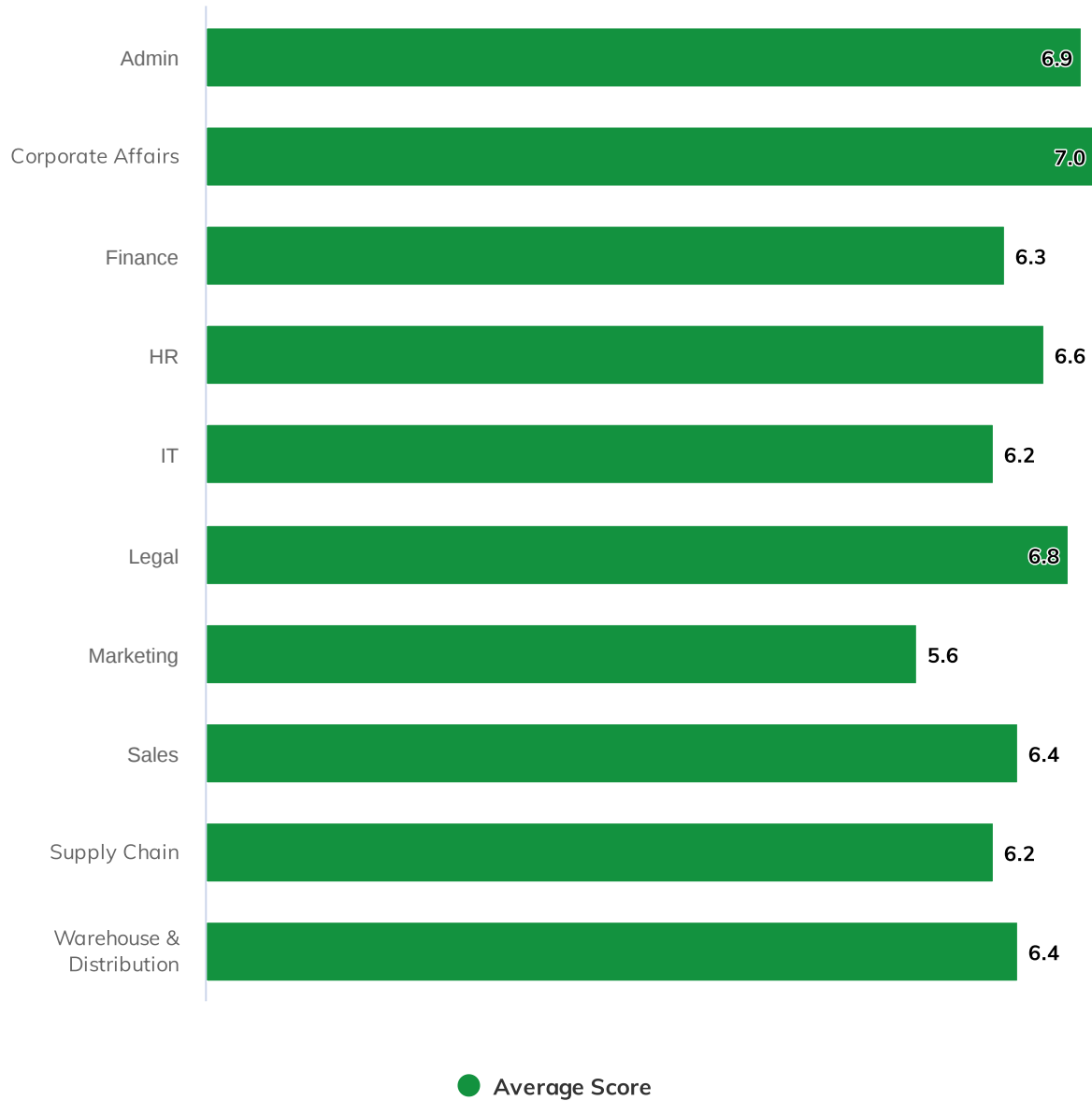


People here are treated fairly regardless of their age, race and sexual orientation

Q10



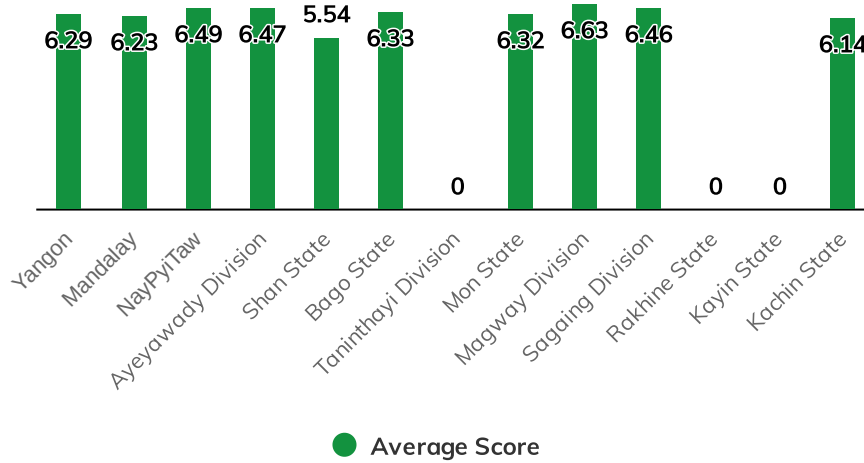
Departments



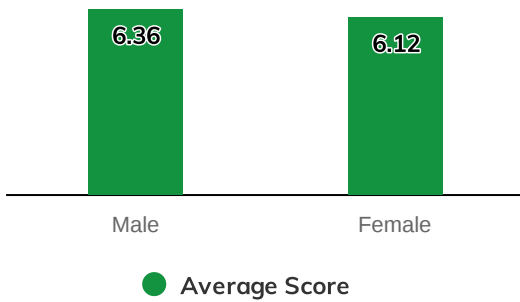
CHAPTER 3 OVERVIEW: MY WORK



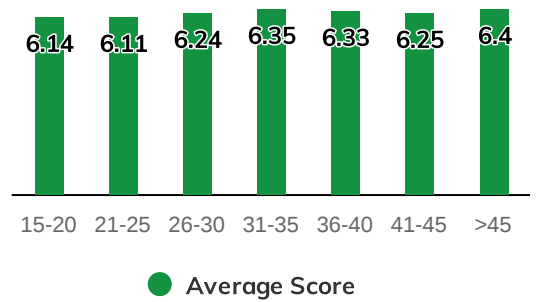
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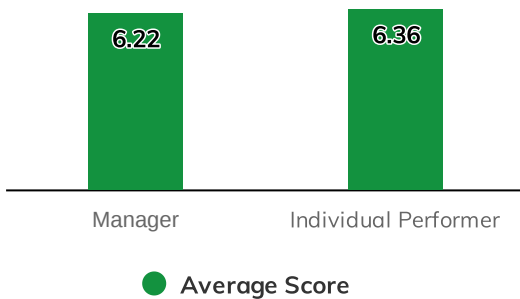
Gender



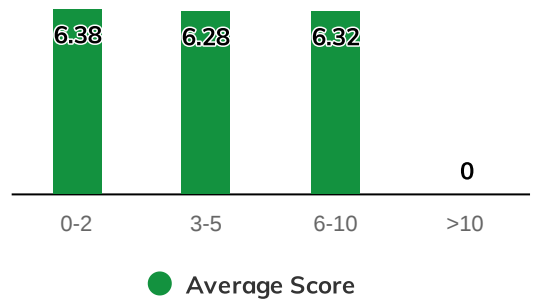
Age



Role



Tenure

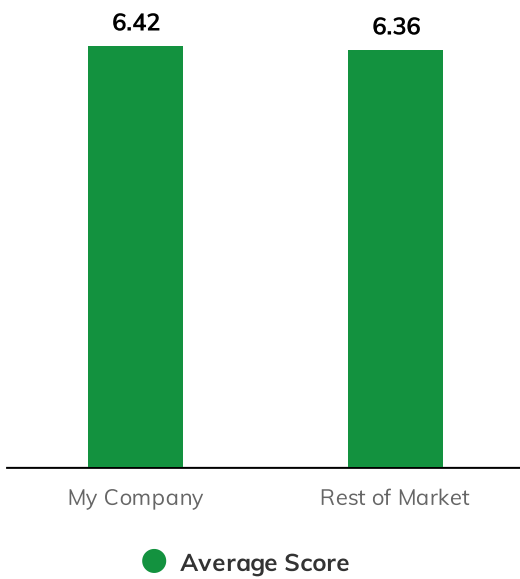


CHAPTER 3: MY WORK



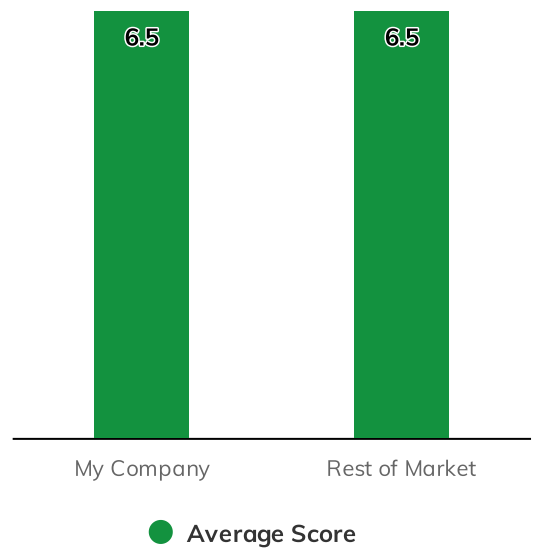
My present job makes good use of my skills and abilities

Q1



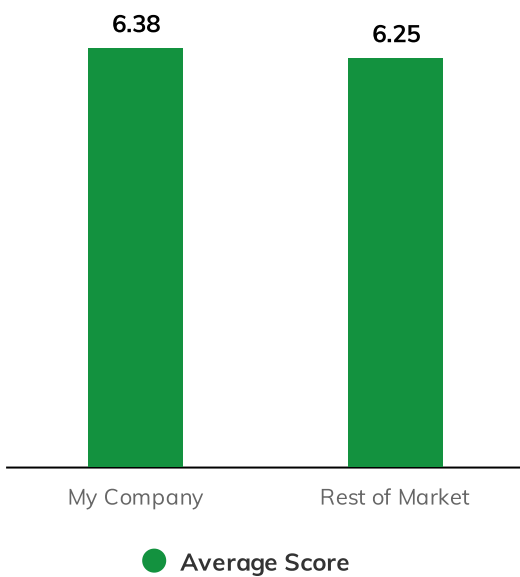
I know what is expected of me to do my work

Q2



I feel like this is the right job for me

Q3



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

Q4



CHAPTER 3: MY WORK



Systems and processes for my work are effective and clear

Q5



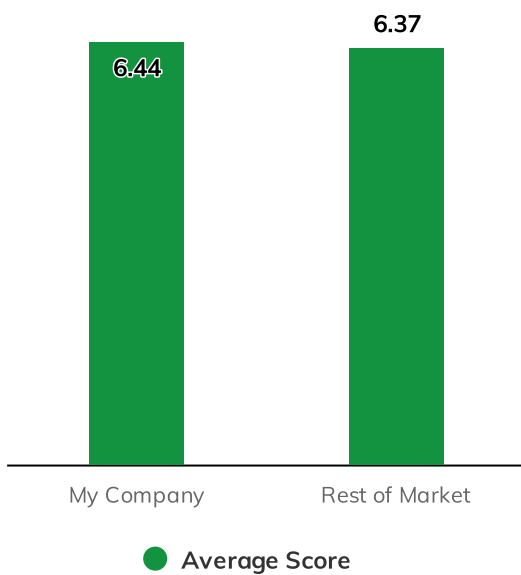
I am motivated to help my company achieve its goals

Q6



My work has a special meaning and I value it

Q7



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

Q8

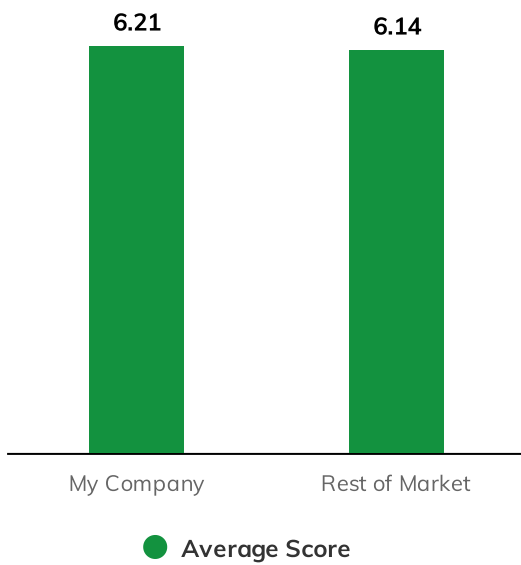


CHAPTER 3: MY WORK



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

Q9

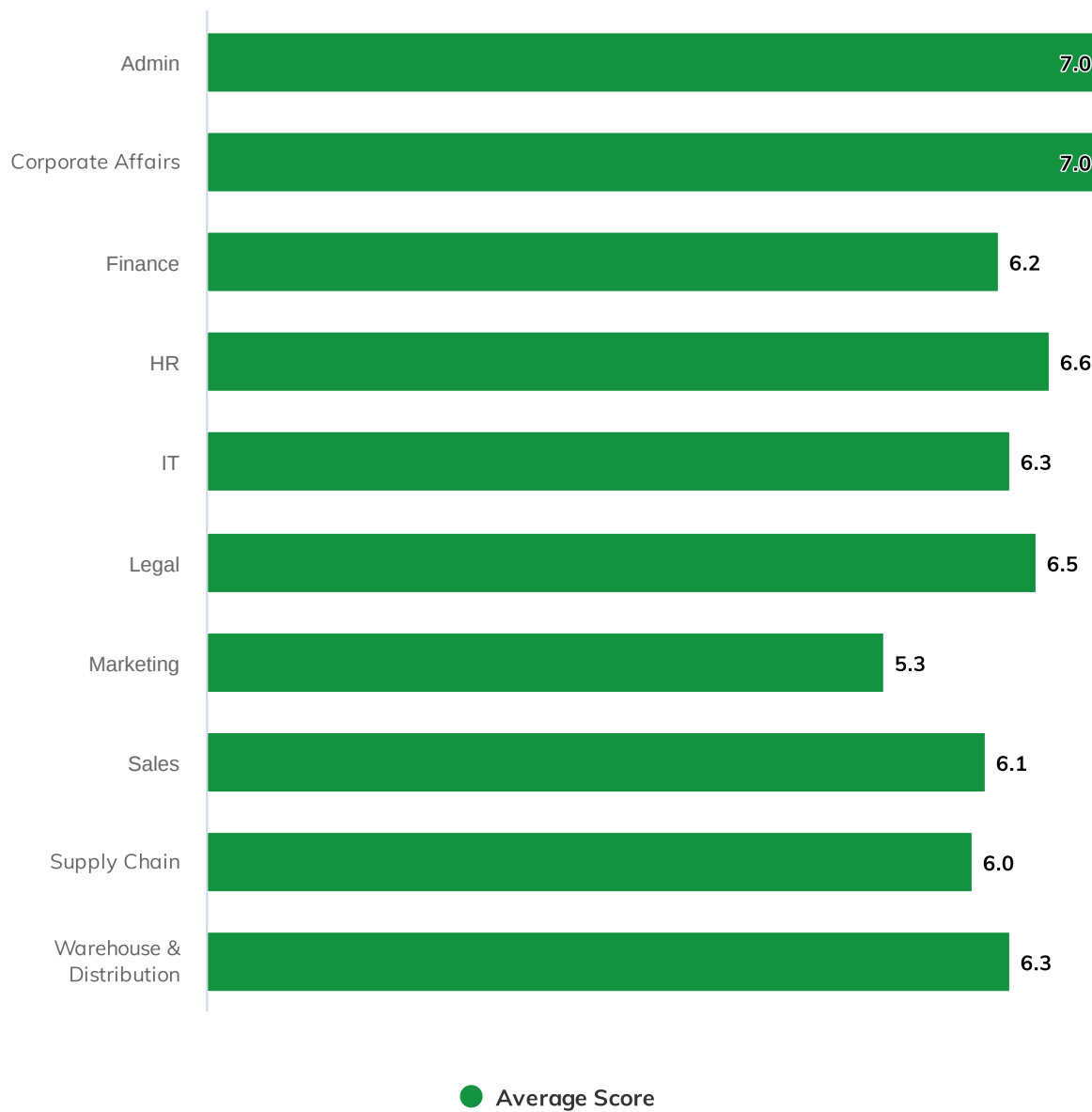


My family is proud that I work here

Q10



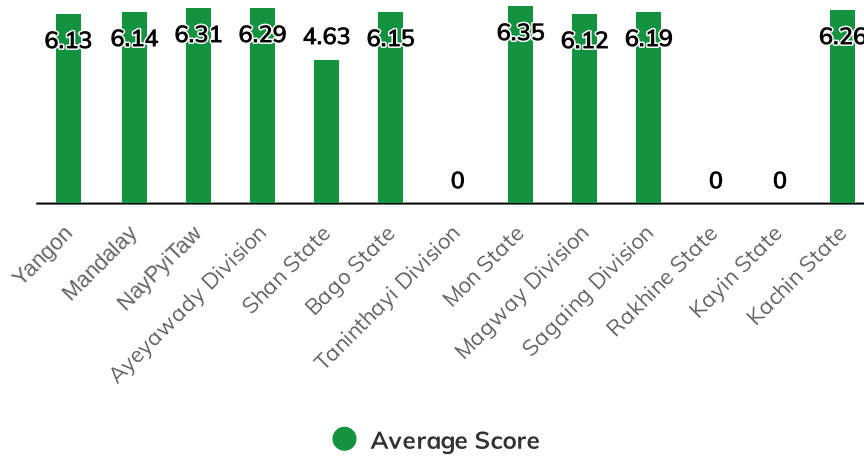
Departments



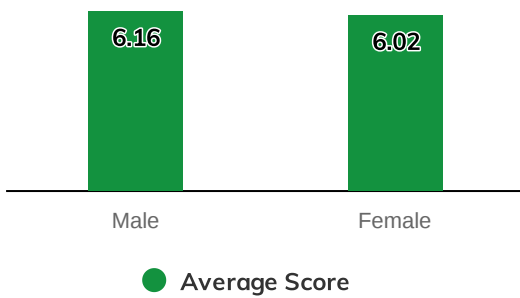
CHAPTER 4 OVERVIEW: COMMUNICATION AND TEAMWORK



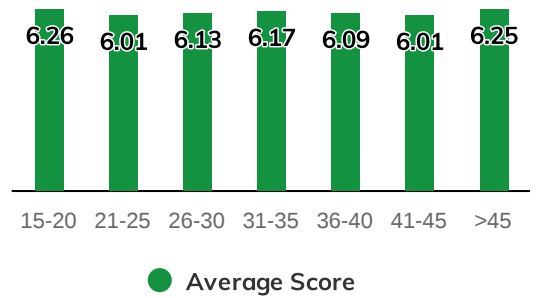
Location



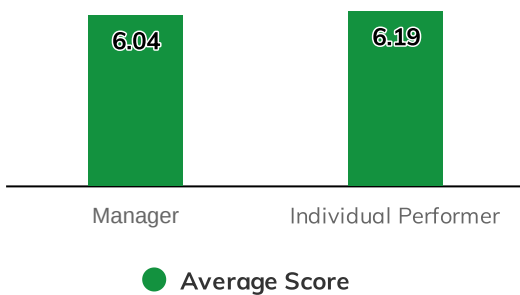
Gender



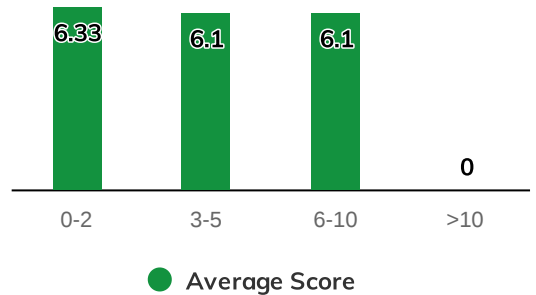
Age



Role



Tenure



CHAPTER 4: COMMUNICATION AND TEAMWORK



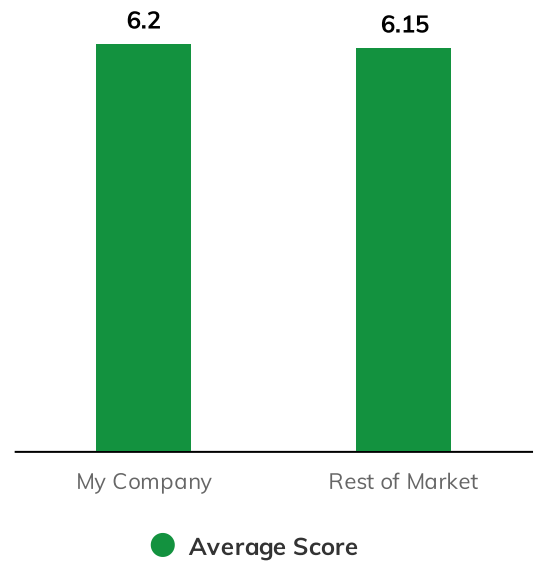
I remember the onboarding process as a positive one for the start of my career

Q1



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

Q2



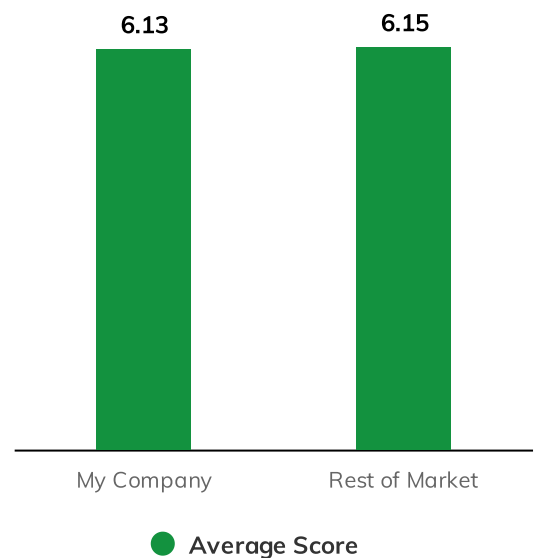
I feel that my opinions count

Q3



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

Q4

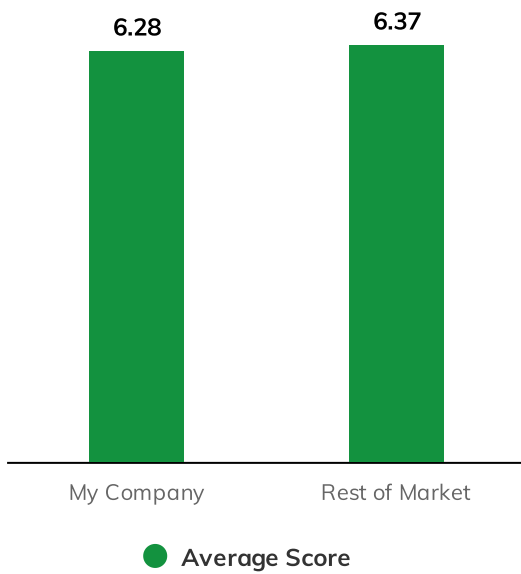


CHAPTER 4: COMMUNICATION AND TEAMWORK



There is a great spirit of teamwork in my department

Q5



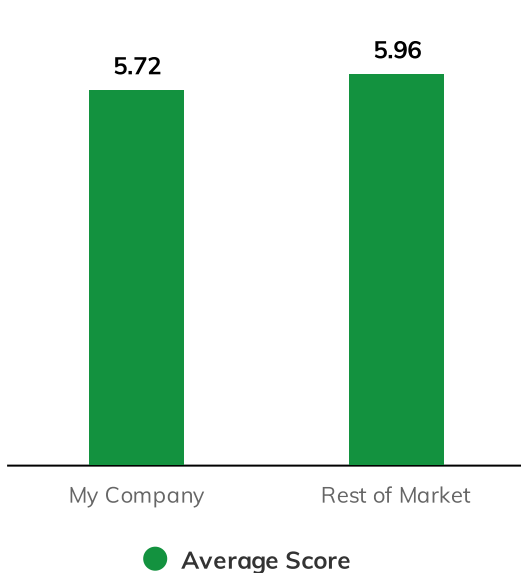
I feel like my colleagues want to collaborate with each other

Q6



Communication between each department is open and transparent in my workplace

Q7



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

Q8

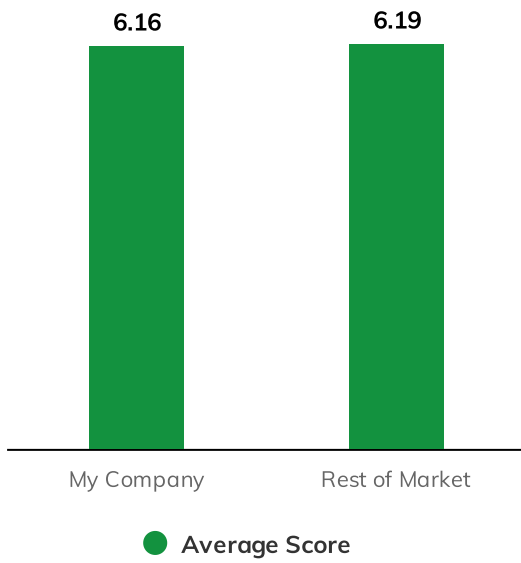


CHAPTER 4: COMMUNICATION AND TEAMWORK



I feel like colleagues are respectful among each other

Q9



My colleagues work as hard as I do

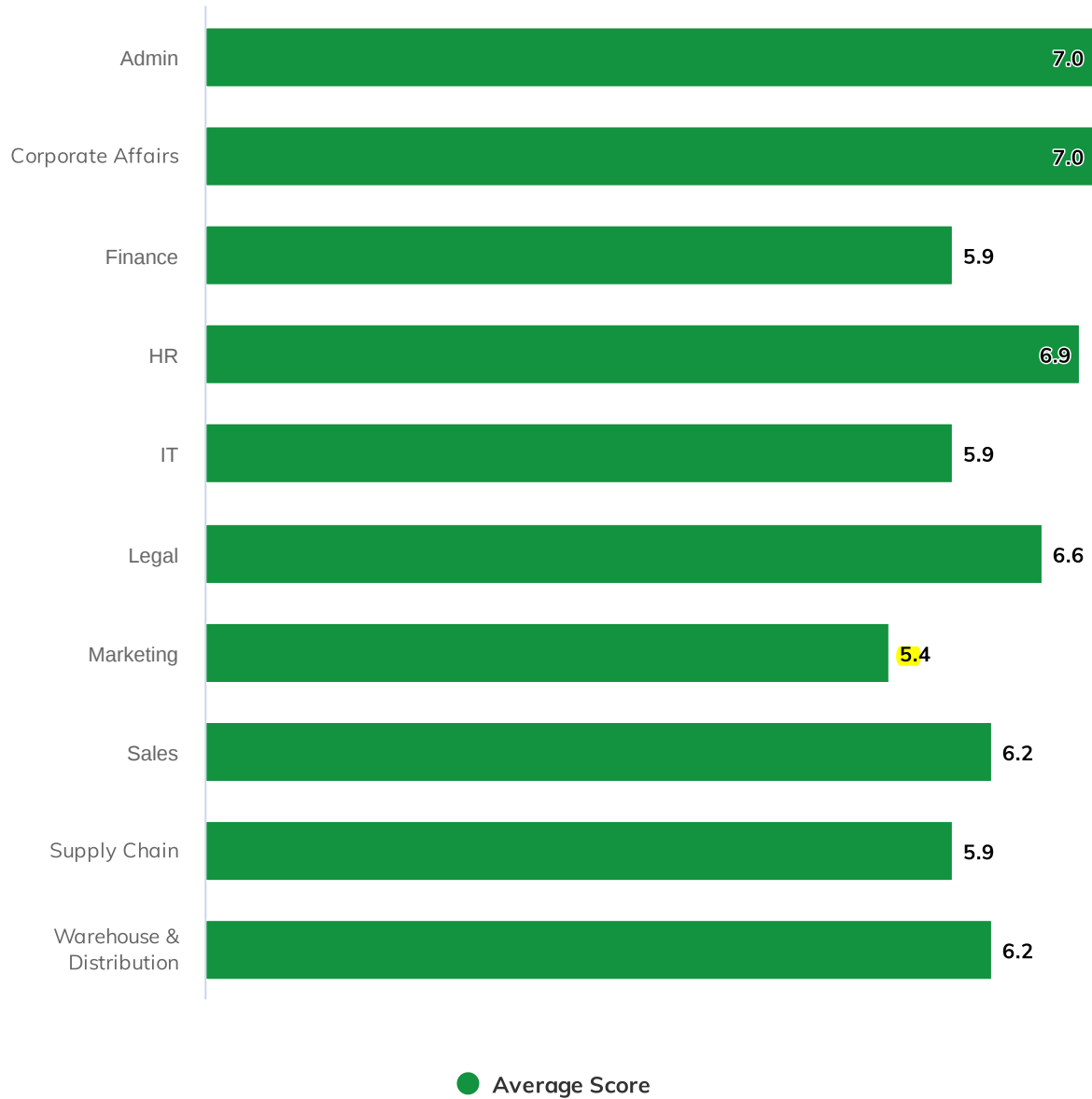
Q10



CHAPTER 5 OVERVIEW: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



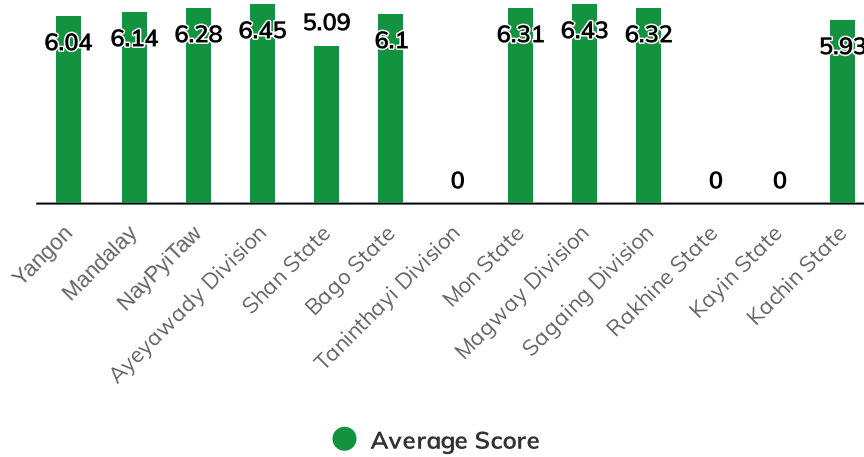
Departments



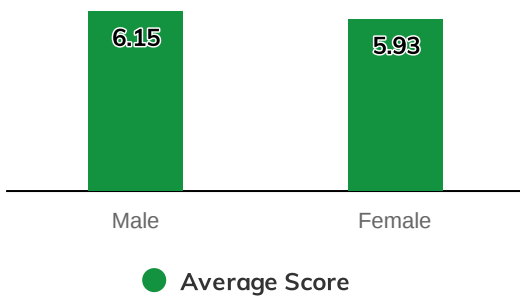
CHAPTER 5 OVERVIEW: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



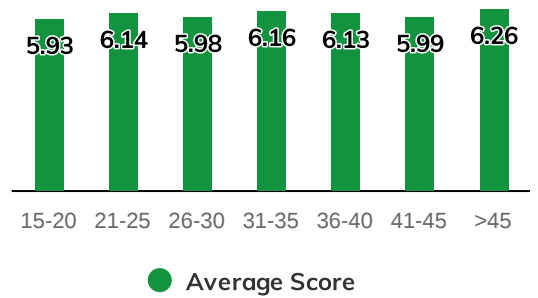
Location



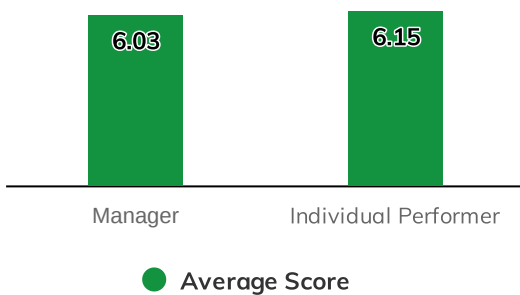
Gender



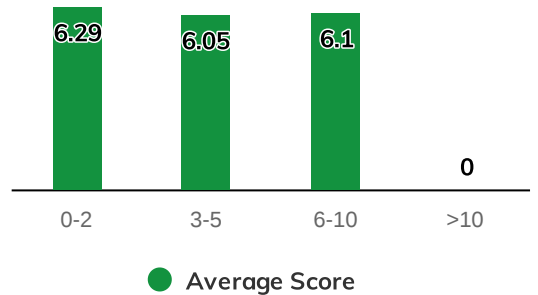
Age



Role



Tenure



CHAPTER 5: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



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

Q1



● Average Score

I am improving my professional skills while working here

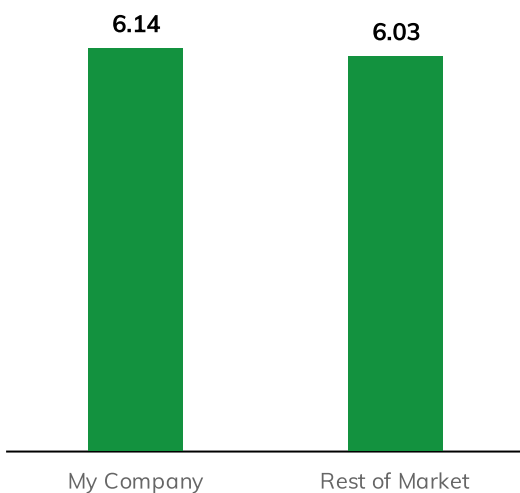
Q2



● Average Score

I clearly understand how my performance is measured and evaluated

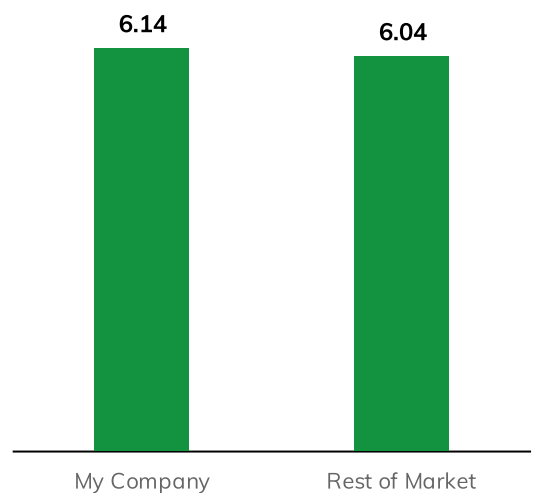
Q3



● Average Score

I can fulfill my career aspiration while working here

Q4



● Average Score

CHAPTER 5: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



I receive fair and transparent performance evaluations

Q5



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

Q6



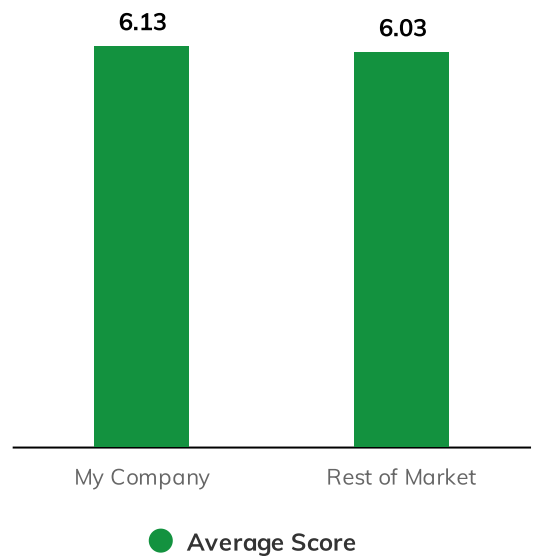
I am satisfied with the quantity of training provided in this organization

Q7



I have a clear career growth path in this organization

Q8

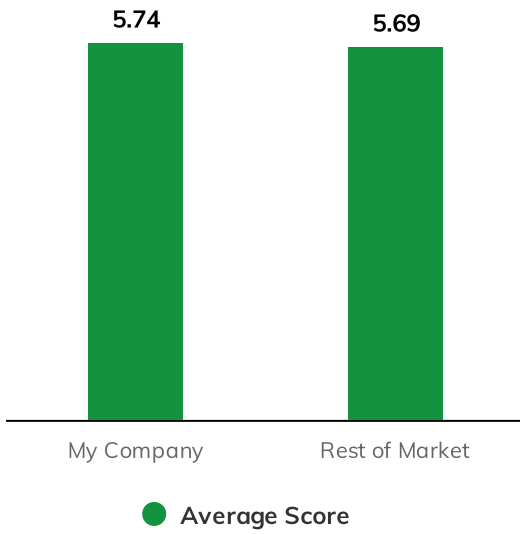


CHAPTER 5: PERSONAL GROWTH AND DEVELOPMENT OPPORTUNITIES



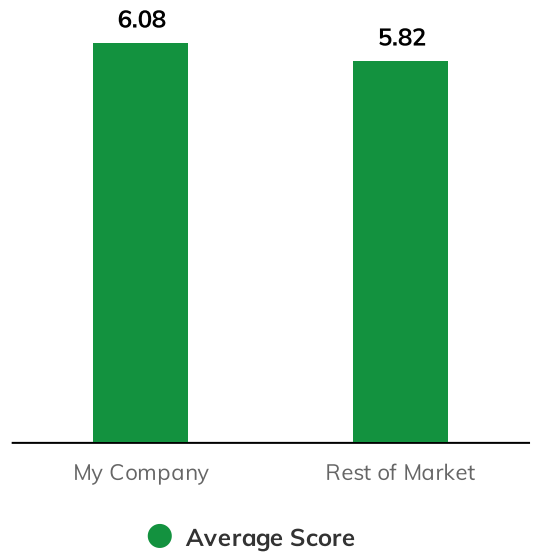
Promotions are given fairly in this organization

Q9



I see myself working here for the next 3 years

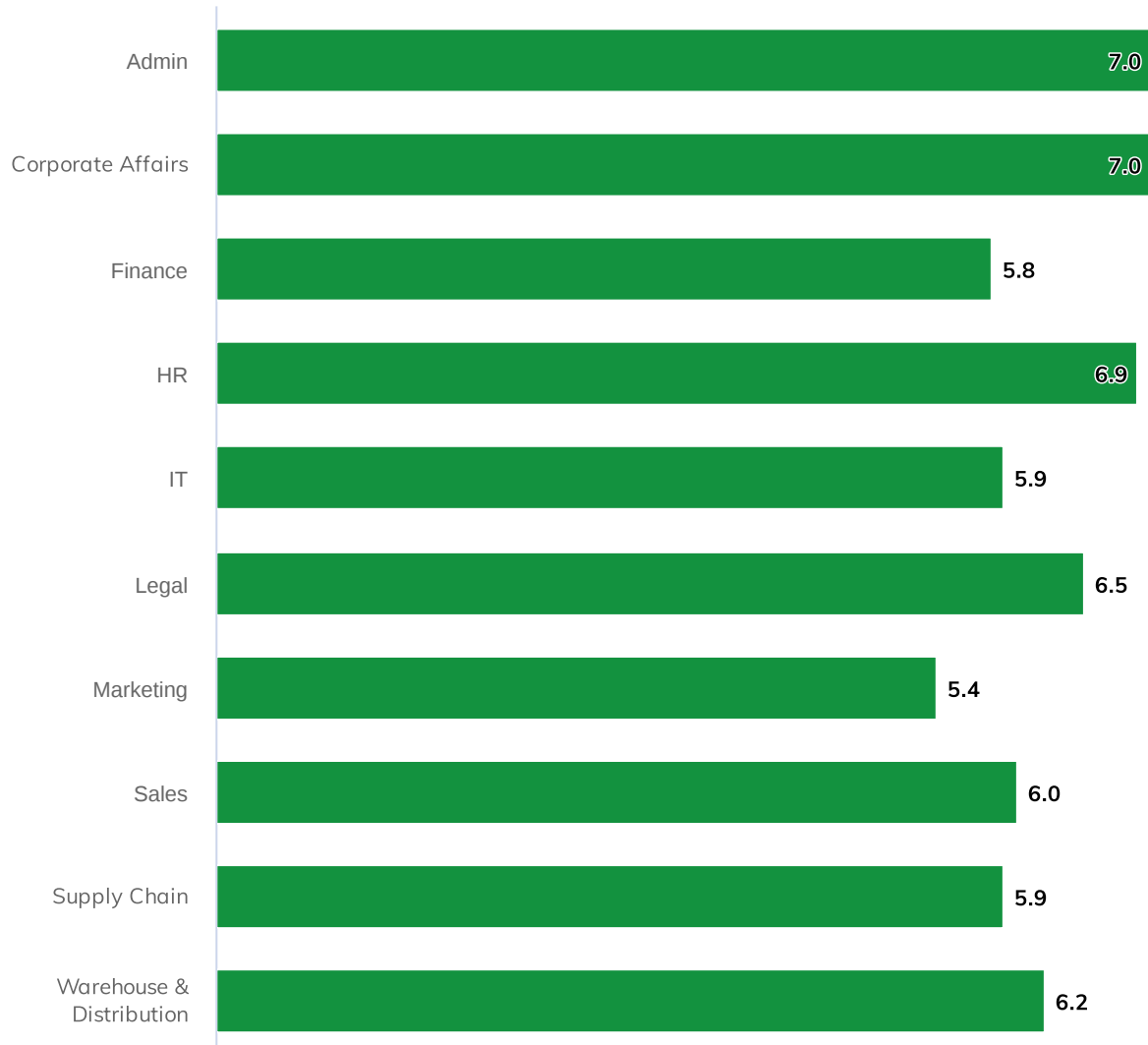
Q10



CHAPTER 6 OVERVIEW: RECOGNITION, REWARD AND BENEFITS



Departments

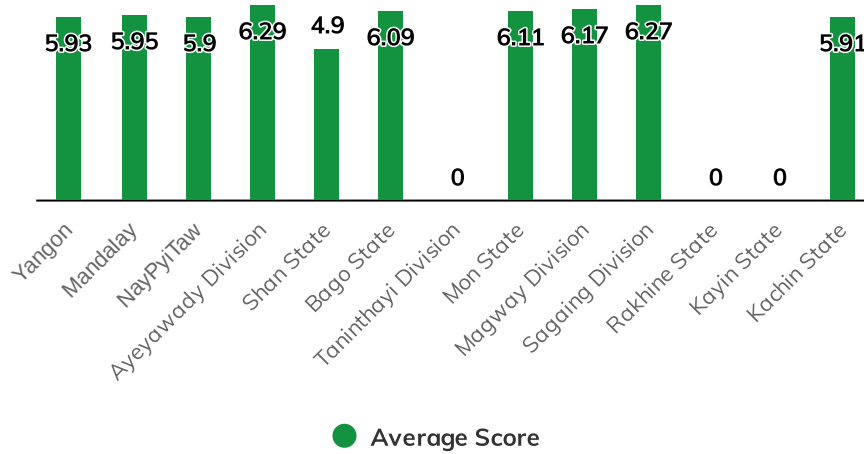


● Average Score

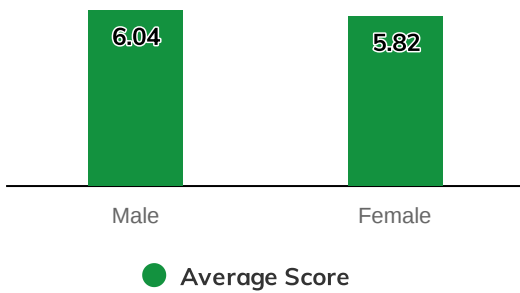
CHAPTER 6 OVERVIEW: RECOGNITION, REWARD AND BENEFITS



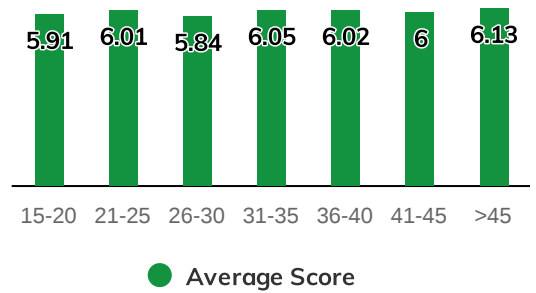
Location



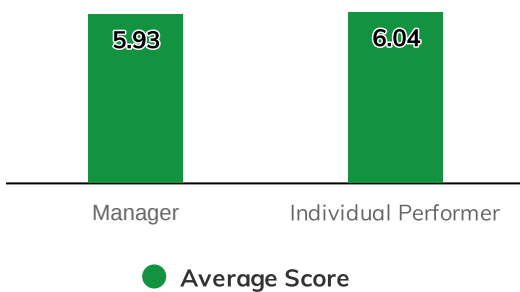
Gender



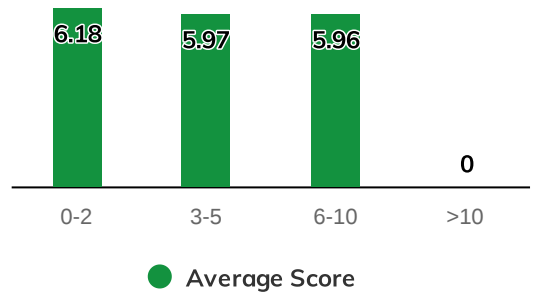
Age



Role



Tenure

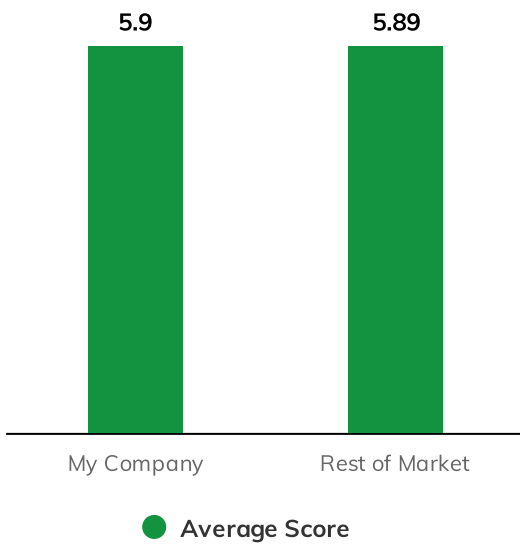


CHAPTER 6: RECOGNITION, REWARD AND BENEFIT



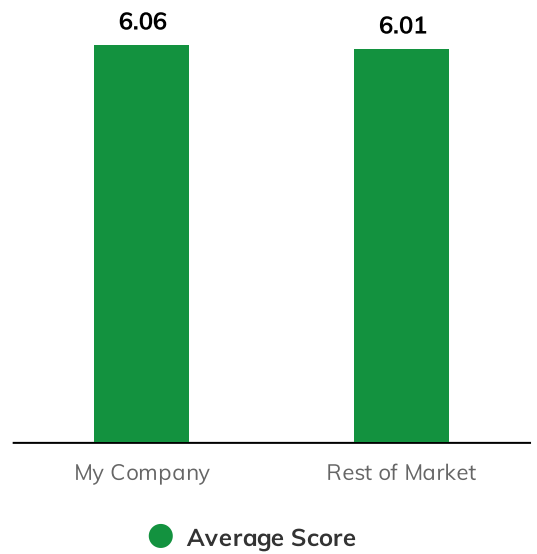
I receive the recognition I deserve when I do good work

Q1



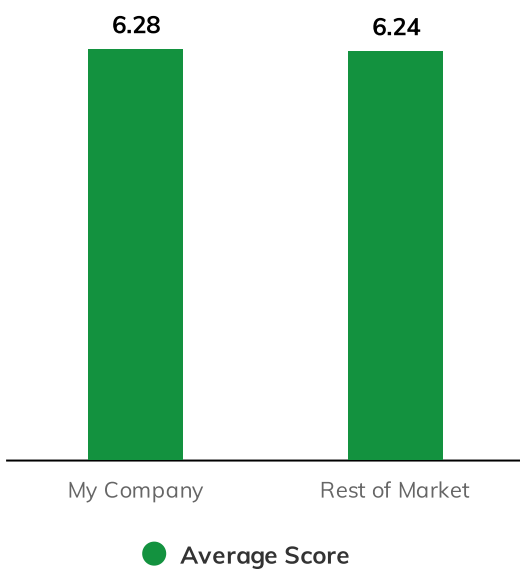
Excellent performance is recognized throughout this organisation

Q2



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

Q3



Everyone in this organization has an opportunity to earn special recognition

Q4

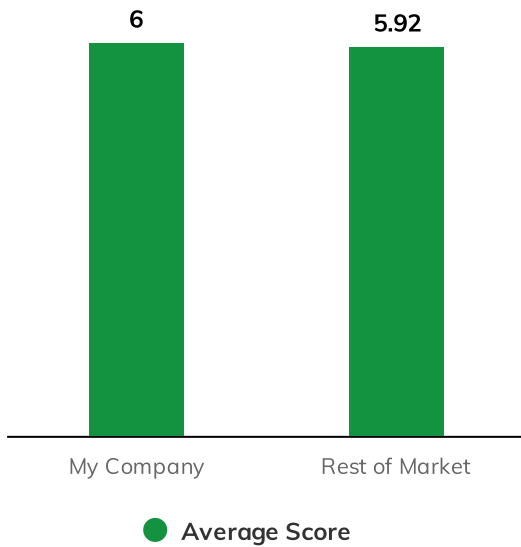


CHAPTER 6: RECOGNITION, REWARD AND BENEFIT



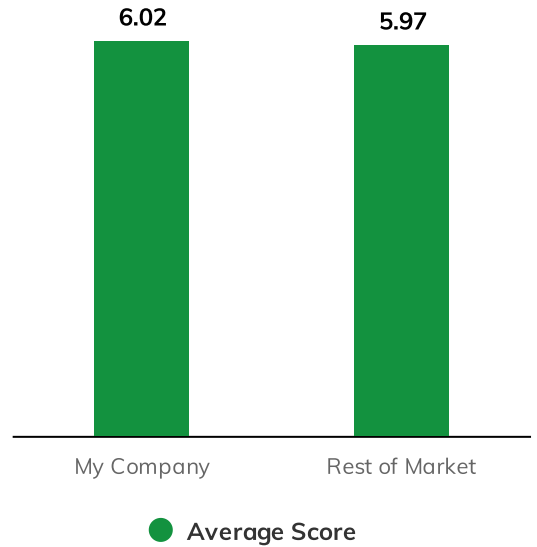
My performance is fairly evaluated

Q5



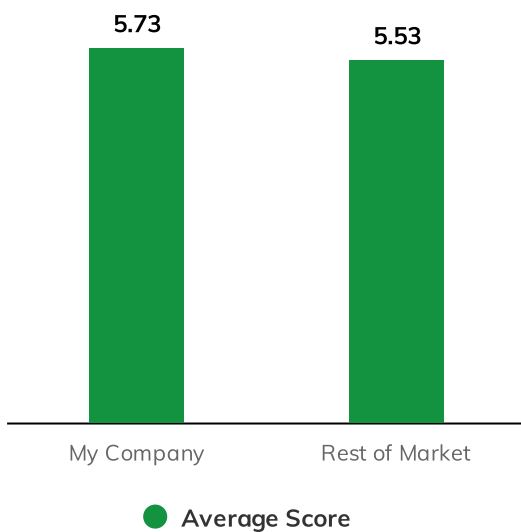
My performance is evaluated regularly

Q6



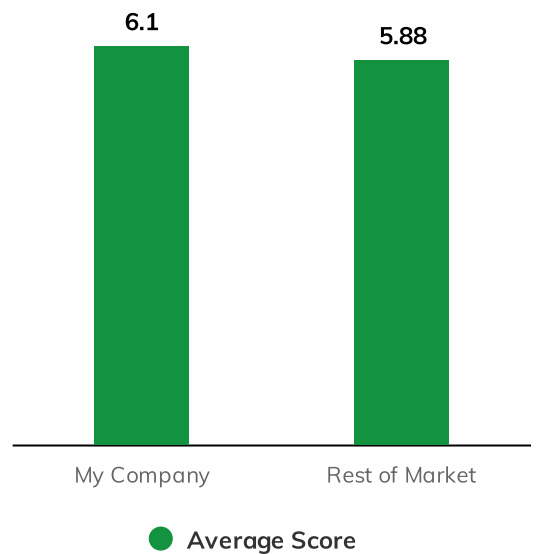
I feel I receive a fair salary for my contribution to the company

Q7



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

Q8

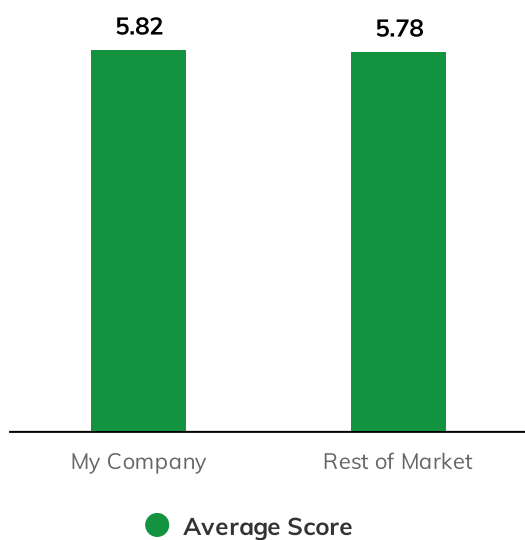


CHAPTER 6: RECOGNITION, REWARD AND BENEFIT



I have received recognition for my work in the last week

Q9



The rewards and benefits I receive are attractive to me

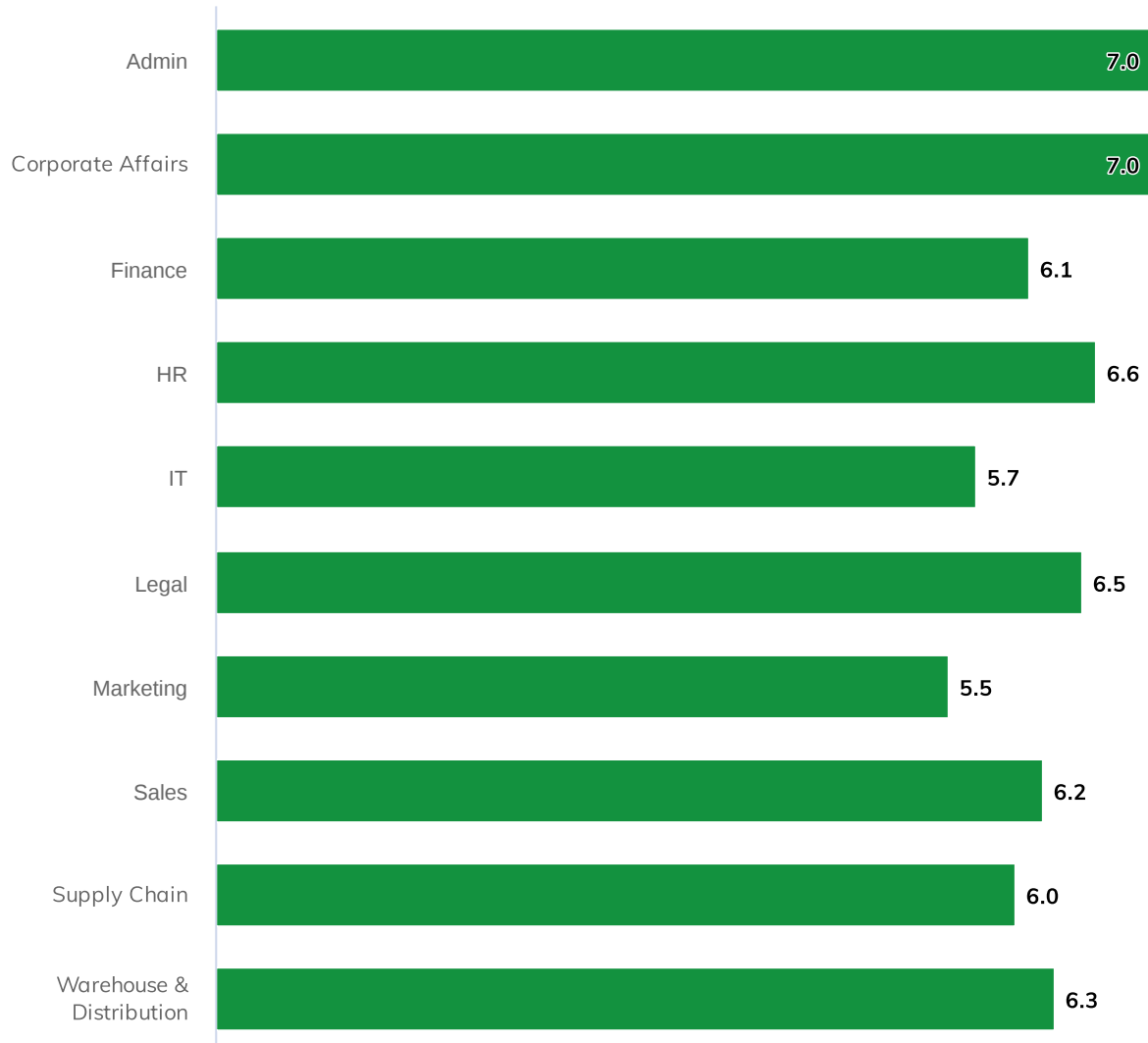
Q10



CHAPTER 7 OVERVIEW: WORK ENVIRONMENT



Departments

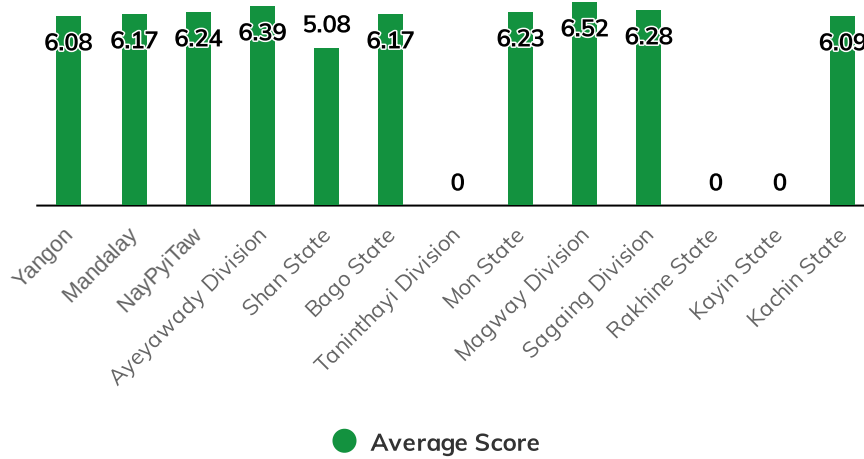


● Average Score

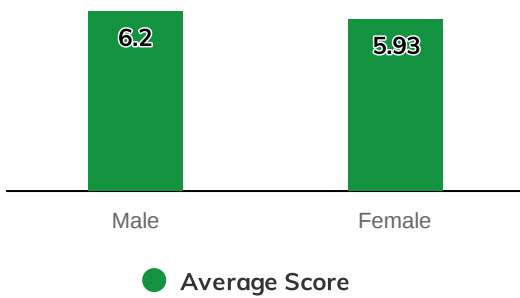
CHAPTER 7 OVERVIEW: WORK ENVIRONMENT



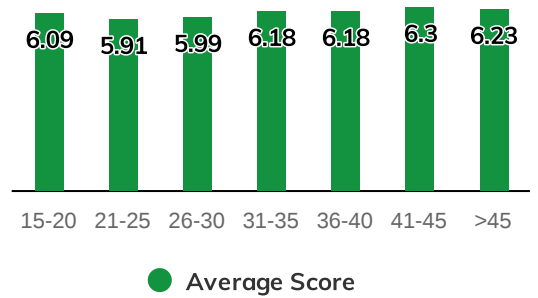
Location



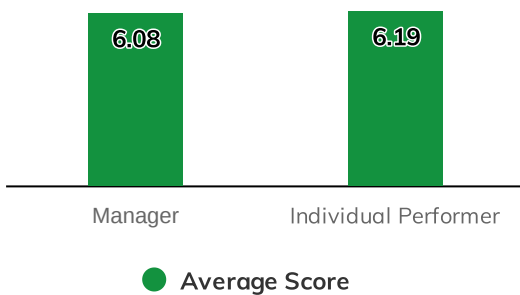
Gender



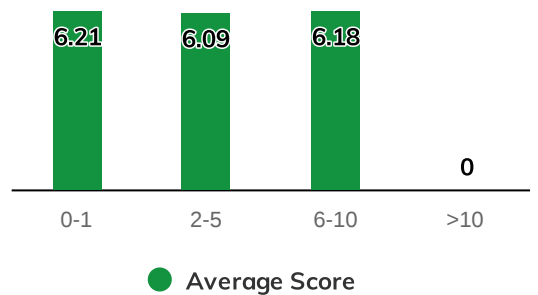
Age



Role



Tenure

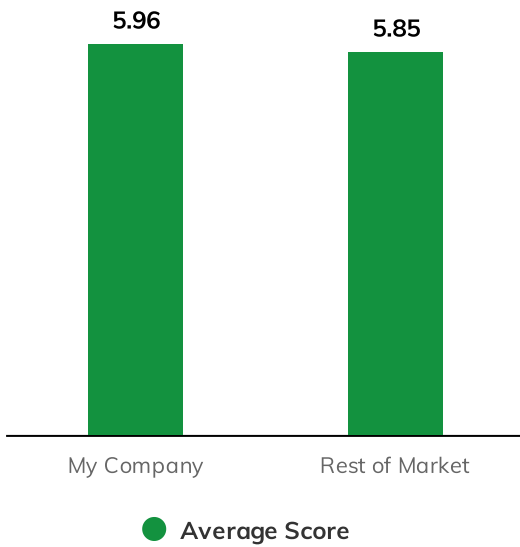


CHAPTER 7: WORK ENVIRONMENT



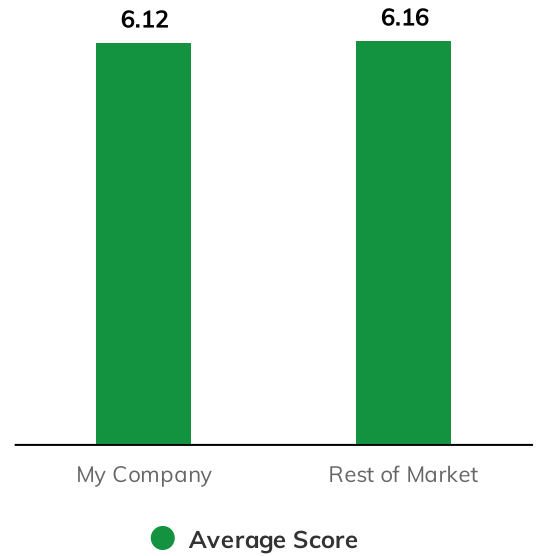
I look forward to coming to work here

Q1



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

Q2



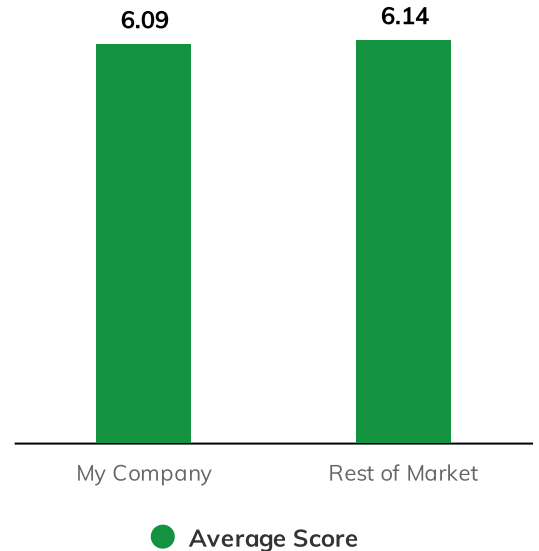
I am satisfied with the technology tools we are provided in this organization

Q3



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

Q4

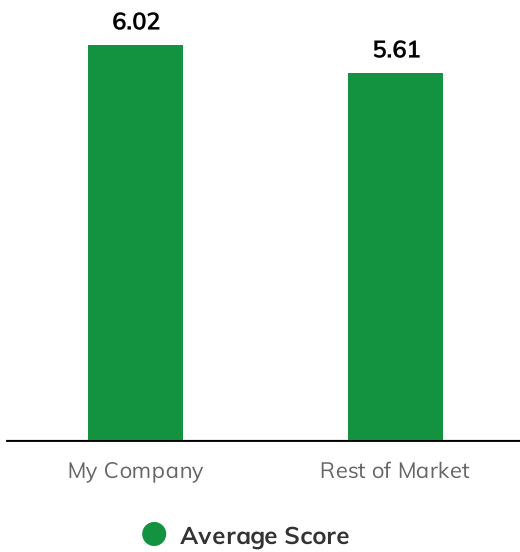


CHAPTER 7: WORK ENVIRONMENT



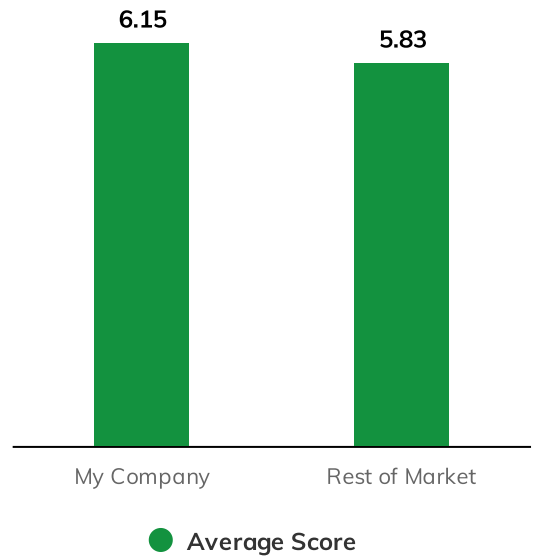
The company provides recreational activities to create friendships with my co-workers

Q5



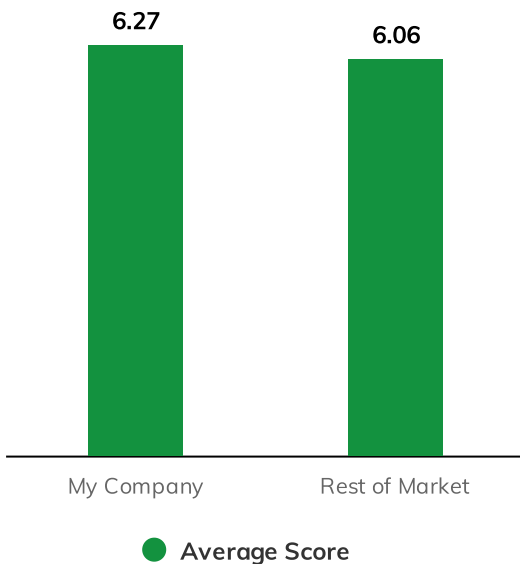
My company gives me a flexible work schedule to work how I can best produce

Q6



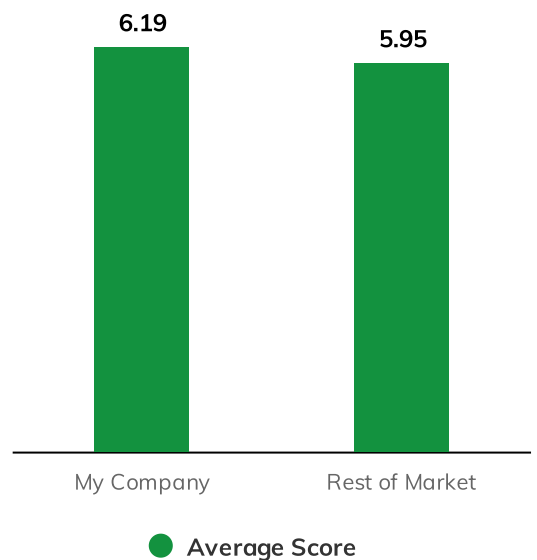
My company is actively reducing its environmental impact

Q7



Our facilities contribute to a good working environment

Q8



CHAPTER 7: WORK ENVIRONMENT



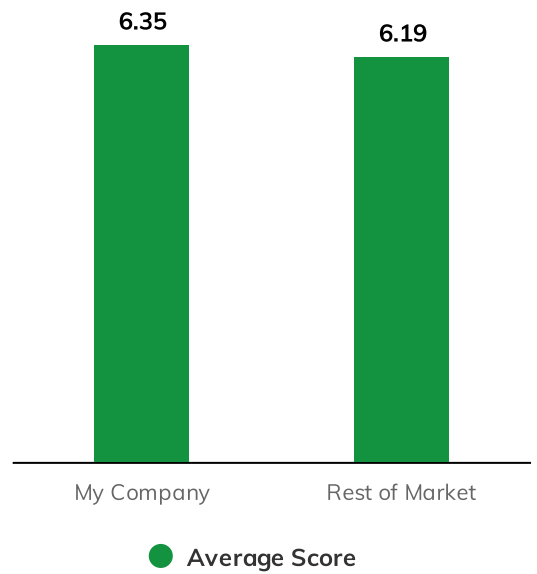
My commute is reasonable and I am able to arrive to work on time

Q9



I would recommend this company to my friends

Q10

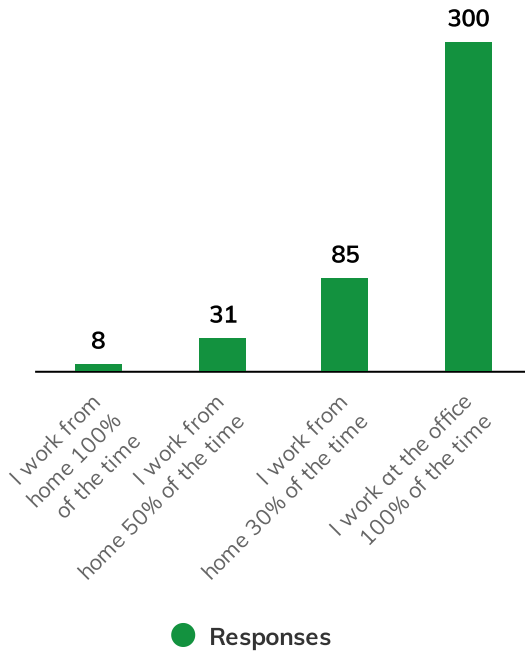


SECTION 8: WORKPLACE FLEXIBILITY

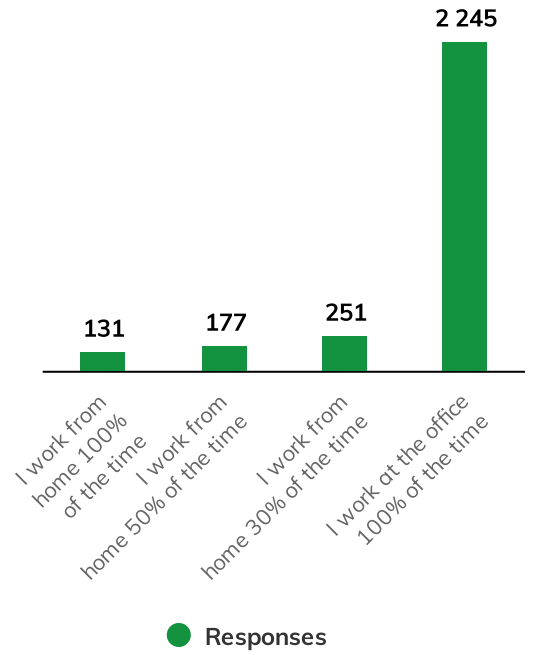


Q1. What best describes your work location at the moment?

My Company

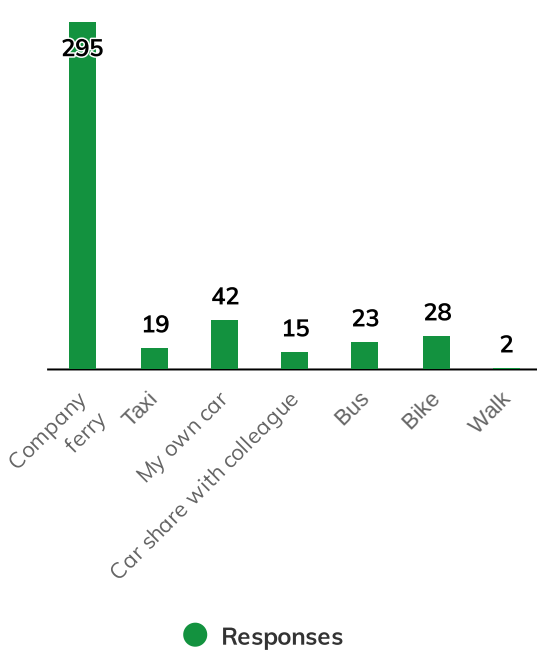


Market

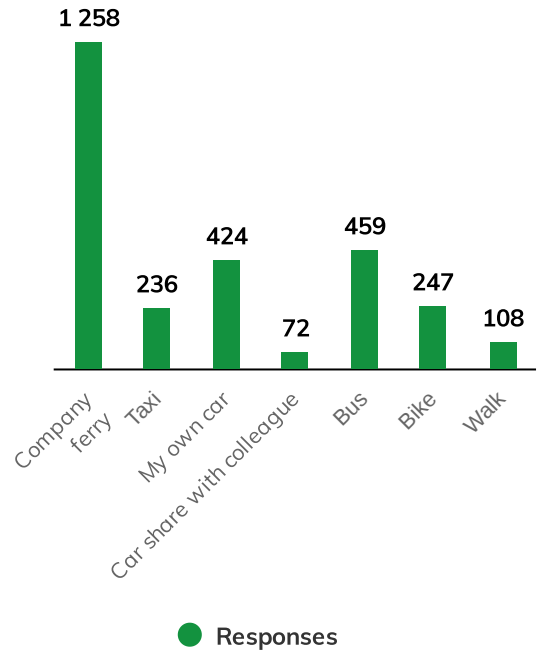


Q2. How do you travel to work?

My Company



Market

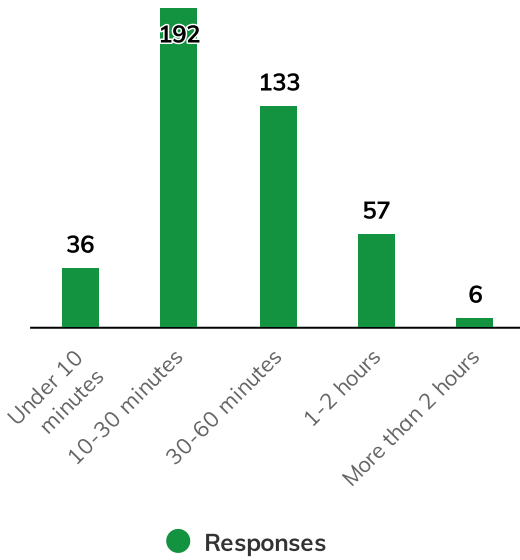


SECTION 8: WORKPLACE FLEXIBILITY

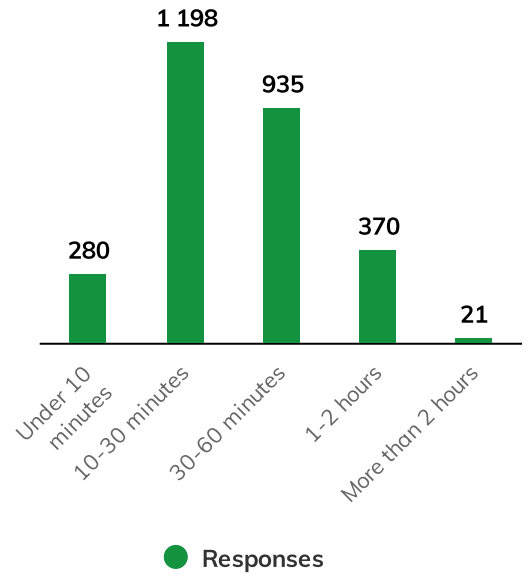


Q3.How long does it take you to arrive to work?

My Company

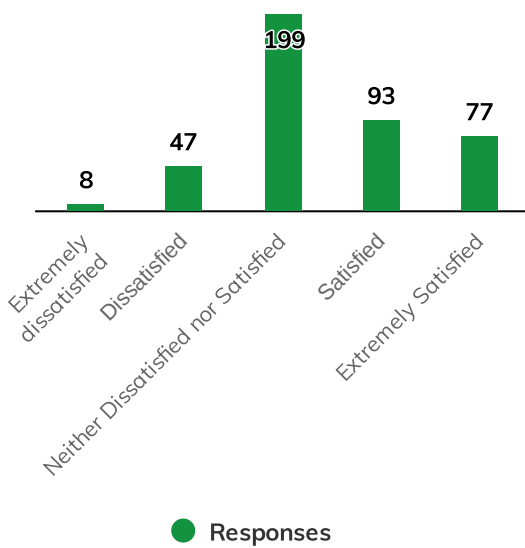


Market

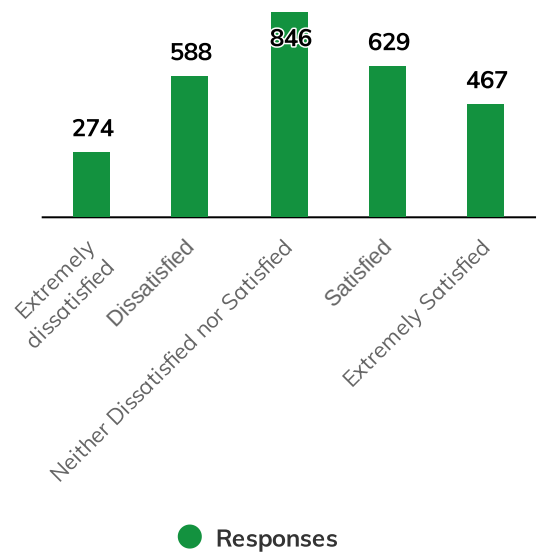


Q4.Can you rate your overall satisfaction with your work-from-home experience?

My Company



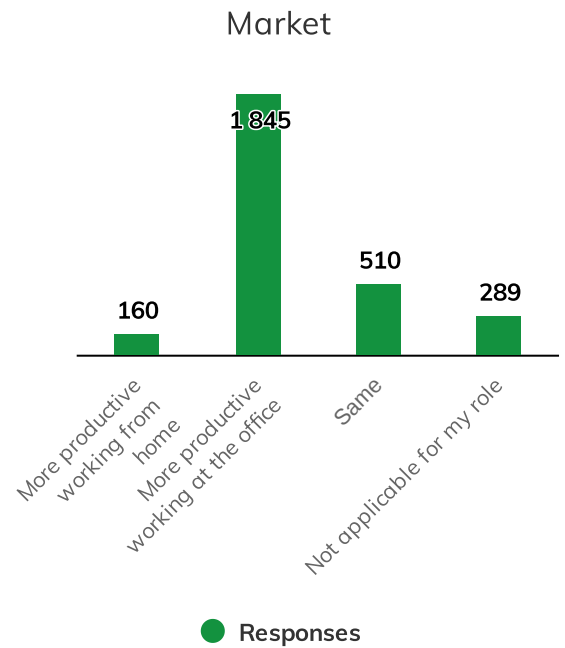
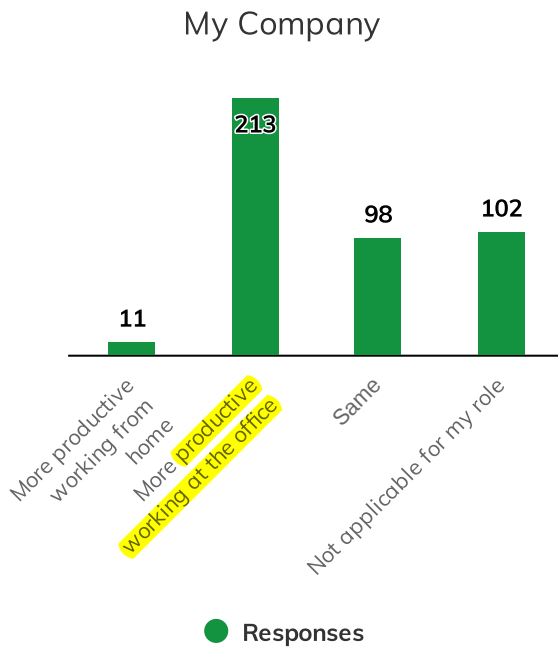
Market



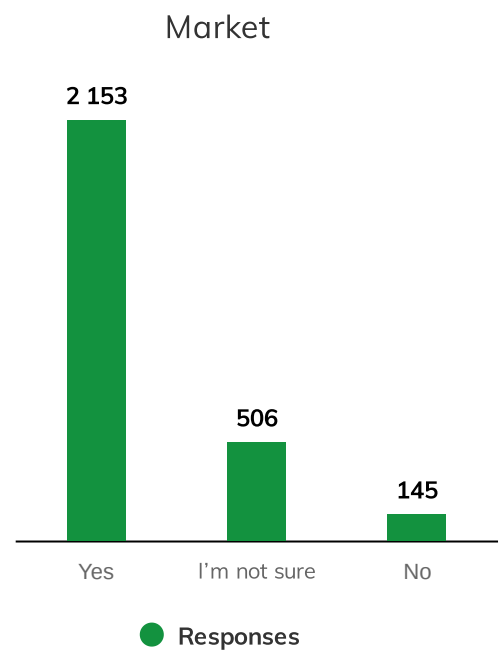
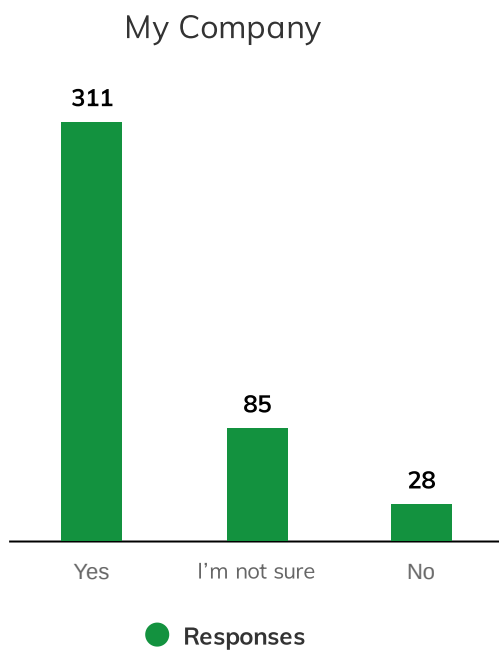
SECTION 8: WORKPLACE FLEXIBILITY



Q5. Do you feel more productive working from home or at the office?



Q6. Do you feel you've been able to learn and grow in the last 2 years on a personal and professional level?

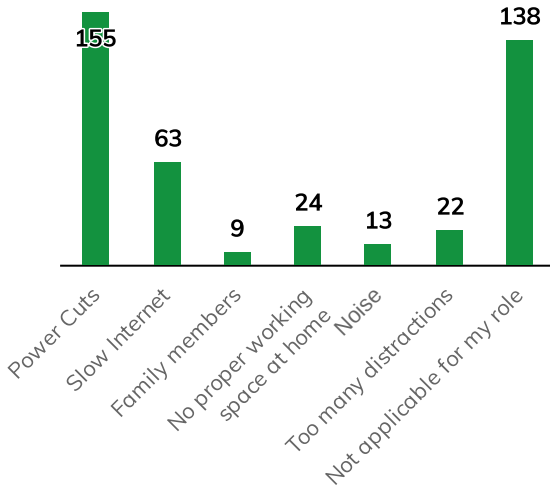


SECTION 8: WORKPLACE FLEXIBILITY



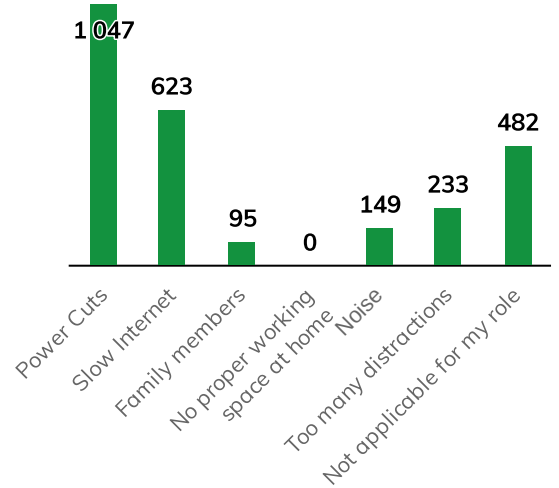
Q7. What has been your biggest Work from Home struggle?

My Company



● Responses

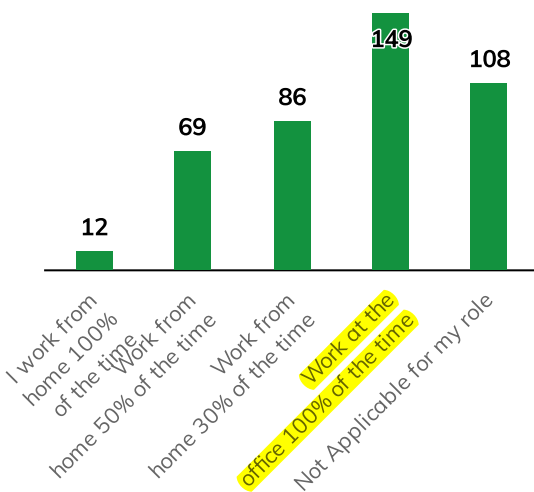
Market



● Responses

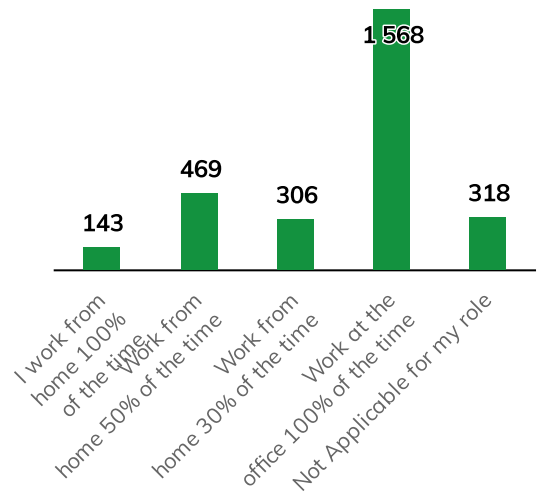
Q8. Which one is an ideal scenario for you, if you could choose?

My Company



● Responses

Market



● Responses



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