



2018 REPORT



INTRODUCTION

Welcome to the **Jobberman Best 100 Companies to Work for in Ghana 2018**.

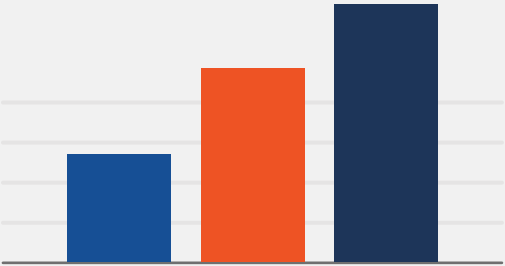
The 'Best 100 Companies to Work for in Ghana' is our inaugural annual report which identifies, rates and ranks companies in Ghana based on key parameters such as employee job satisfaction, happiness, career growth prospects, work-life balance and other relevant metrics.

The report also provides insight into job seekers and business professionals on companies they should have their eyes on for employment and career growth.

This inaugural edition considered a total of 1,006 respondents, which consisted of career professionals and employees across Ghanaian owned companies and multinationals.

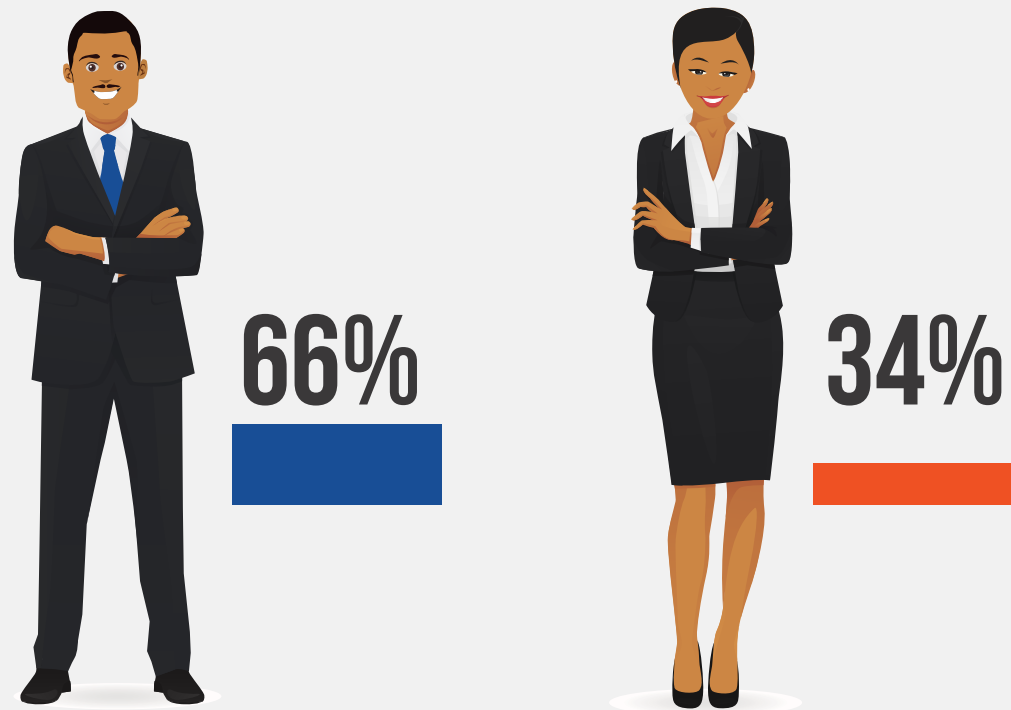


KEY PARAMETERS OF RESPONDENTS

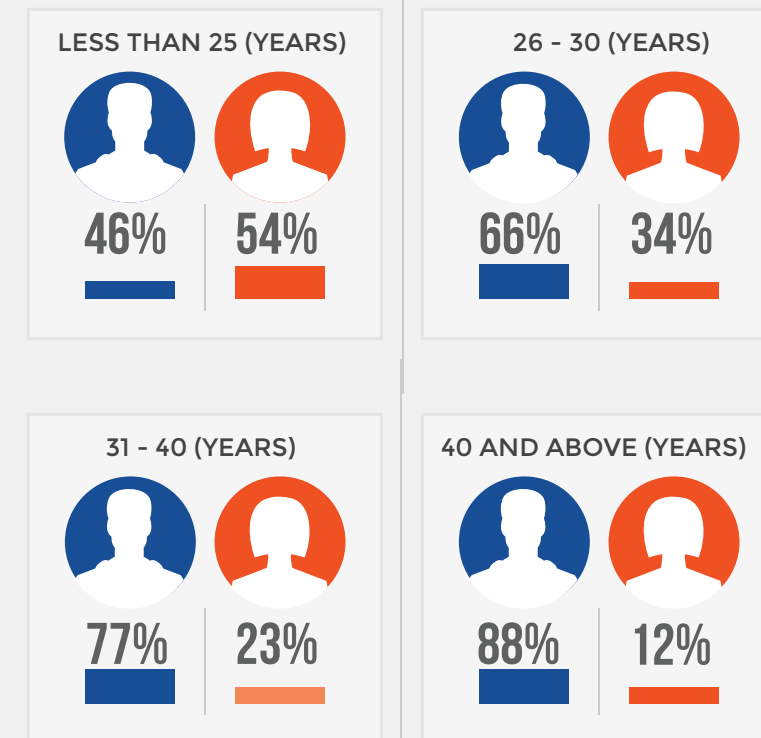


GENDER AND AGE

KEY PARAMETERS OF RESPONDENTS



Gender of Respondents

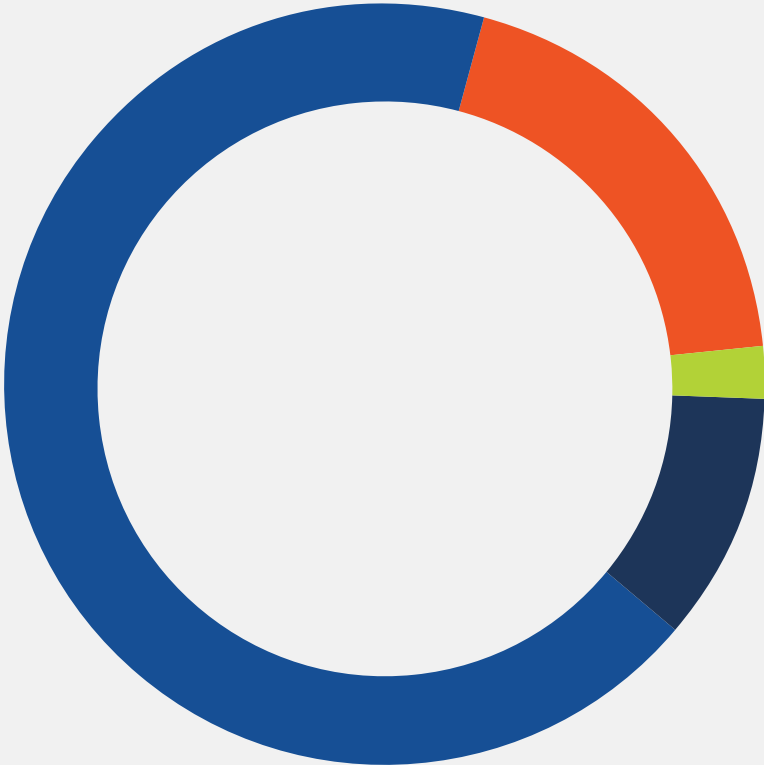


Gender and age percentage of respondents (%)



JOB LEVEL

KEY PARAMETERS OF RESPONDENTS



11%



68%



19%



2%



Entry Level



Mid Level



Senior Level



Business owner



CURRENT EMPLOYMENT

KEY PARAMETERS OF RESPONDENTS



40%

Have been with current employer for below

2 YEARS



34%

Have been with current employer for

2-5 YEARS



15%

Have been with current employer for

5-7 YEARS



11%

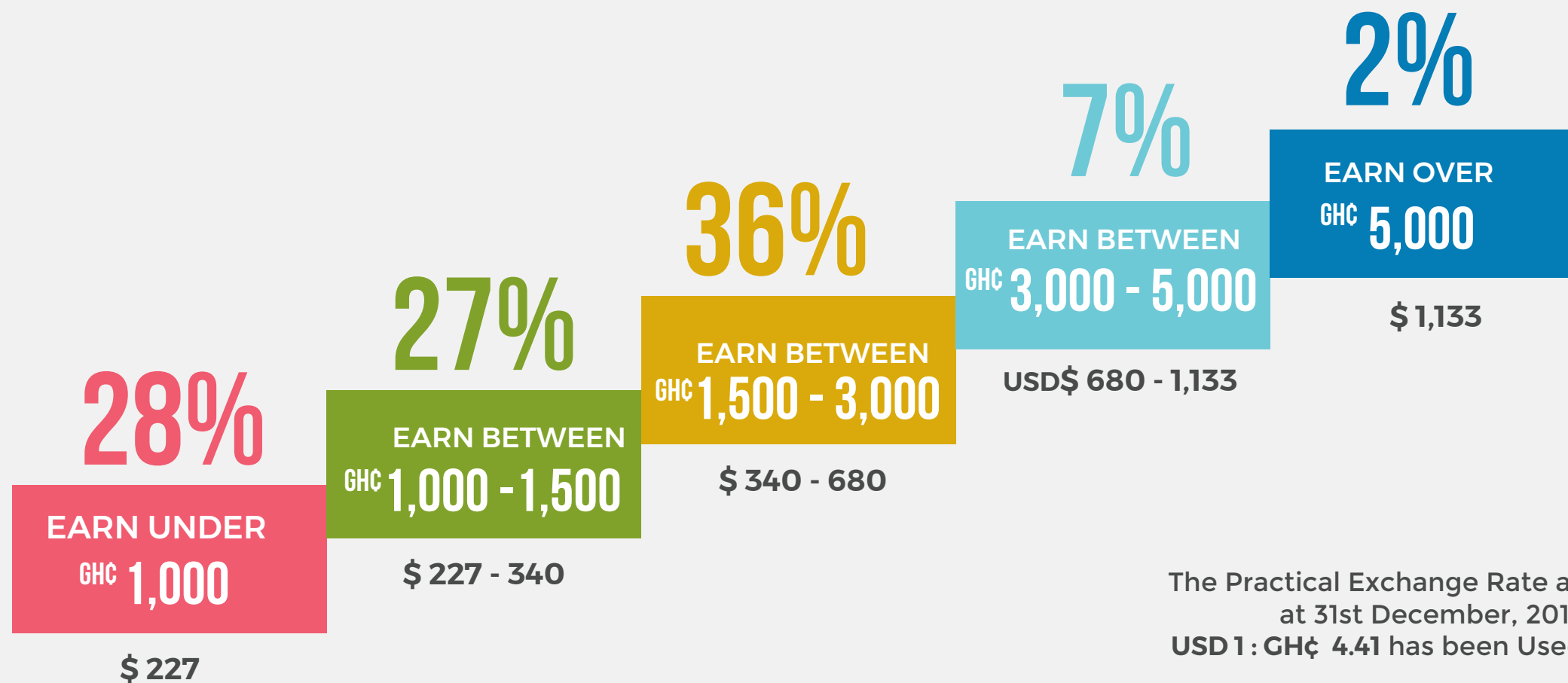
Have been with current employer for

7 YEARS & ABOVE



MONTHLY SALARY

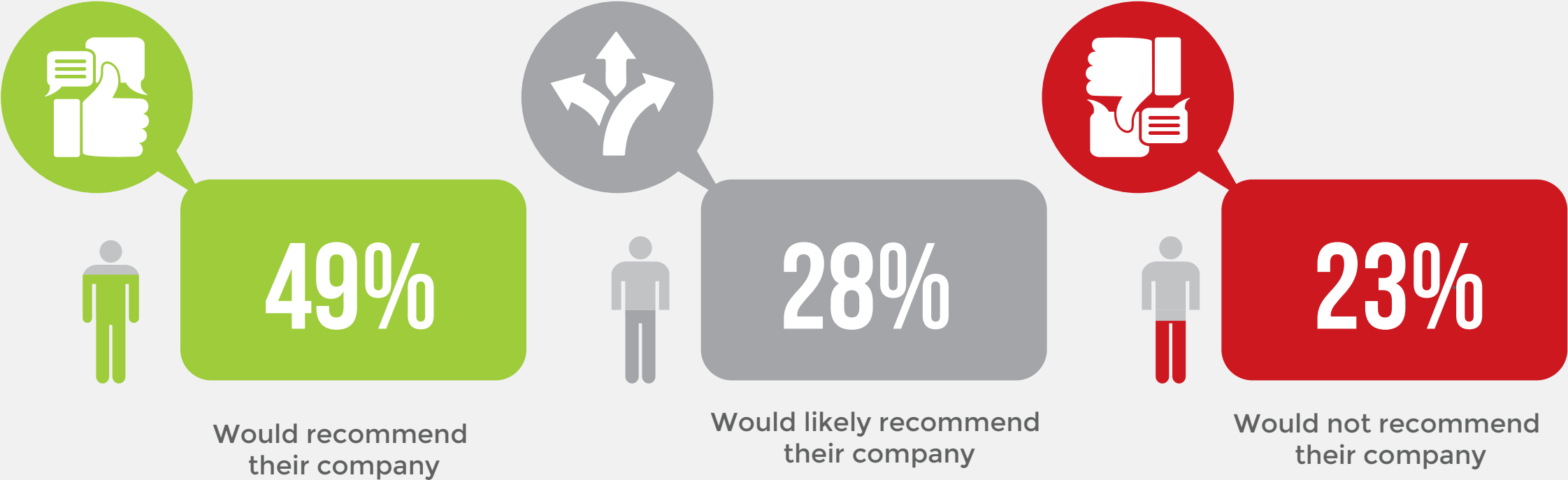
KEY PARAMETERS OF RESPONDENTS





EMPLOYEE RECOMMENDATION

KEY PARAMETERS OF RESPONDENTS





DEMOGRAPHIC INSIGHTS





CURRENT EMPLOYMENT

When asked if respondents were satisfied with there place of work:



34%

of men said they were
satisfied with their current
place of work



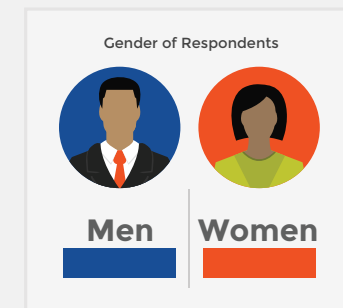
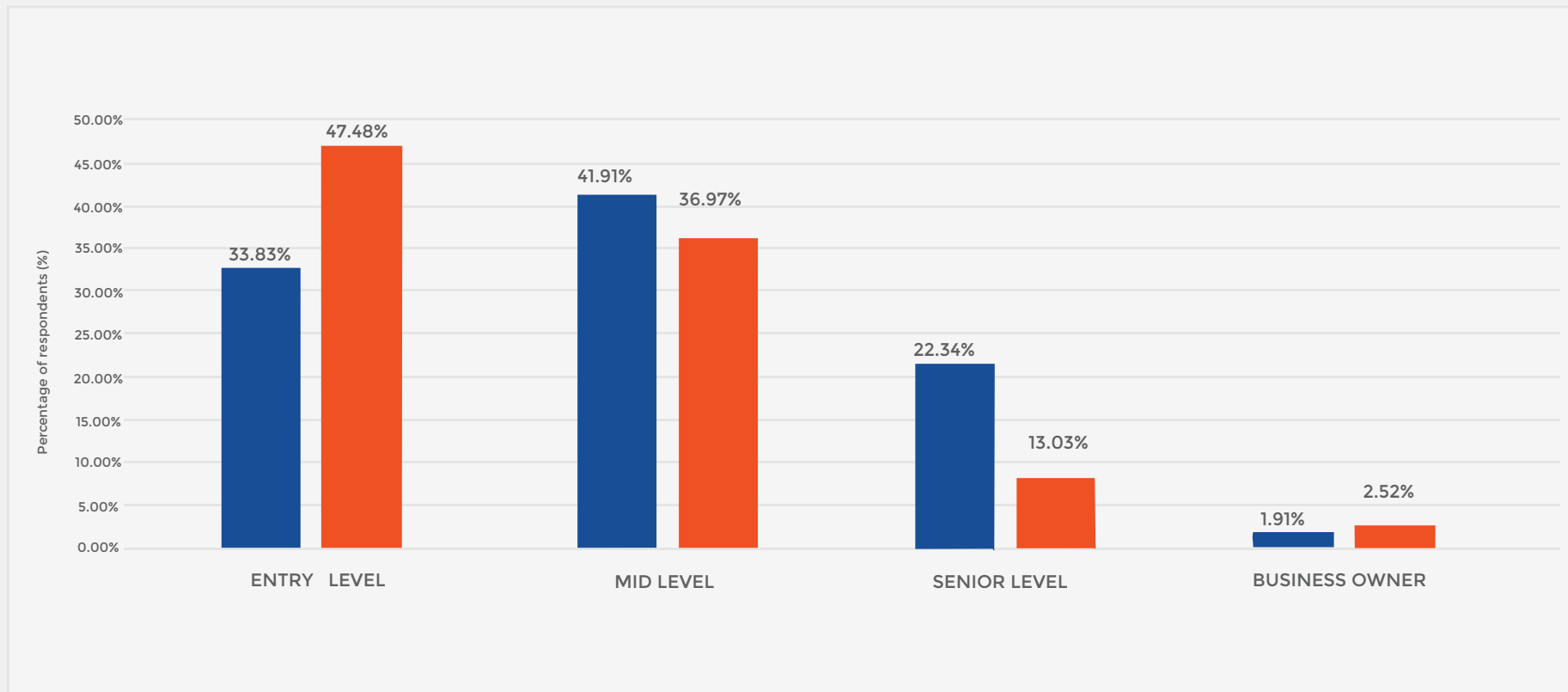
25%

of women said they were
satisfied with their current
place of work



EXPERIENCE LEVEL

Men occupy a greater percentage of senior and mid-level positions, while **women** occupy a greater percentage of entry-level and business owner positions



MONTHLY SALARY

There is a greater percentage of men in the higher salary bracket.





GENDER

DEMOGRAPHIC INSIGHTS

EMPLOYEE SATISFACTION

Men consider the following as their top 3 traits of a good company: **Proximity to home, Good Pay, Work-Life Balance**, and are more willing to stay at their current place of employment.

WHILE

Women consider the following as their top 3 traits of a good company: **Benefits, Proximity to home, Good Pay**, and are less willing to stay at their current place of employment.



29%

of men are
willing to stay




20%

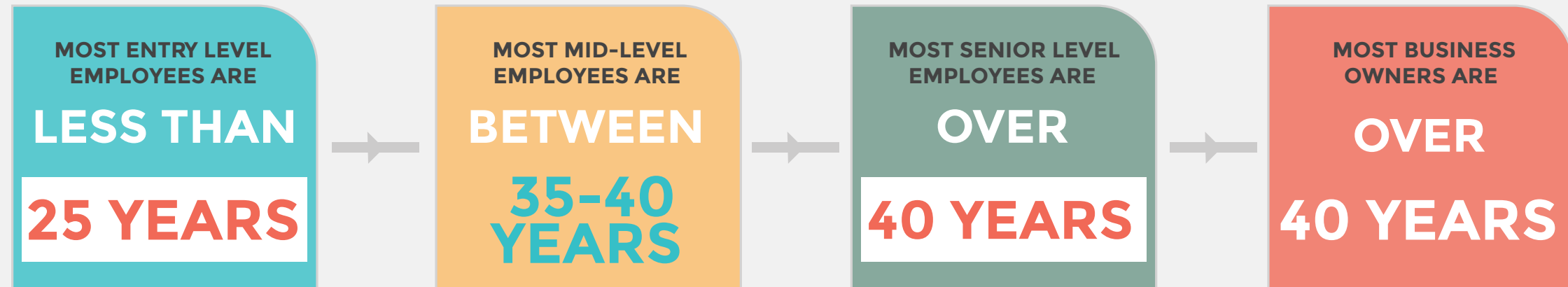
of women are
willing to stay



JOB EXPERIENCE

Entrepreneurship is a mature persons game! Most entrepreneurs are over 40 years of age.

- 





JOB SATISFACTION

Both the **older** and **younger** generation rate their companies highly, however, the older generation are less likely to leave; unlike the younger generation, who have more wanderlust.

53%

BUT

41%

of 18 - 24-year-olds
rated their companies highly

of 18 - 24-year-olds
are willing to leave



54%

BUT

23%

of over 40-year-olds
rated their companies highly.

of over 40-year-olds
are willing to leave





AGE

DEMOGRAPHIC INSIGHTS

JOB MOTIVATION

Proximity to home is an important factor amongst all age groups.

However, the youngest and oldest demographic prioritise job benefits.



JOB BENEFITS



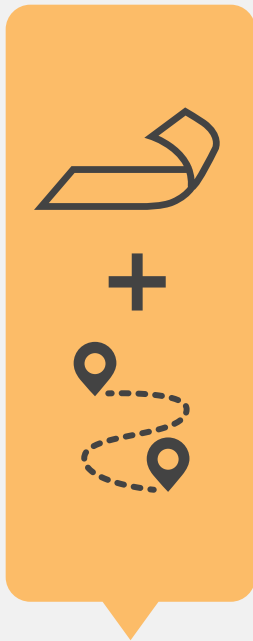
PROXIMITY FROM HOME



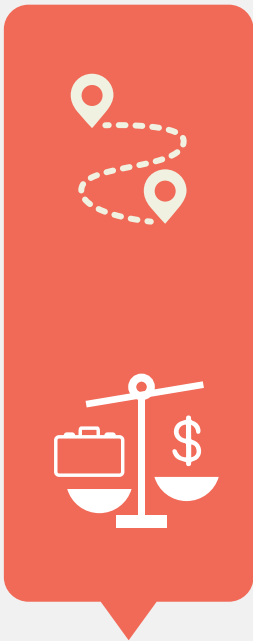
JOB FLEXIBILITY



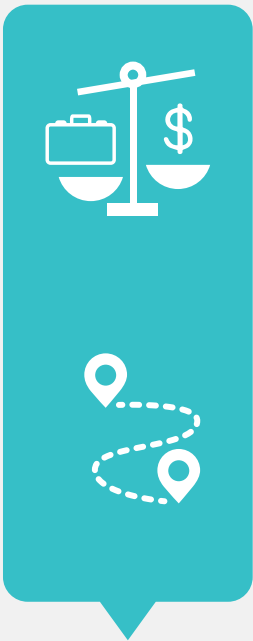
BELOW 25
YEARS



26-30 YEARS



31-40 YEARS



ABOVE
40 YEARS



JOB EXPERIENCE

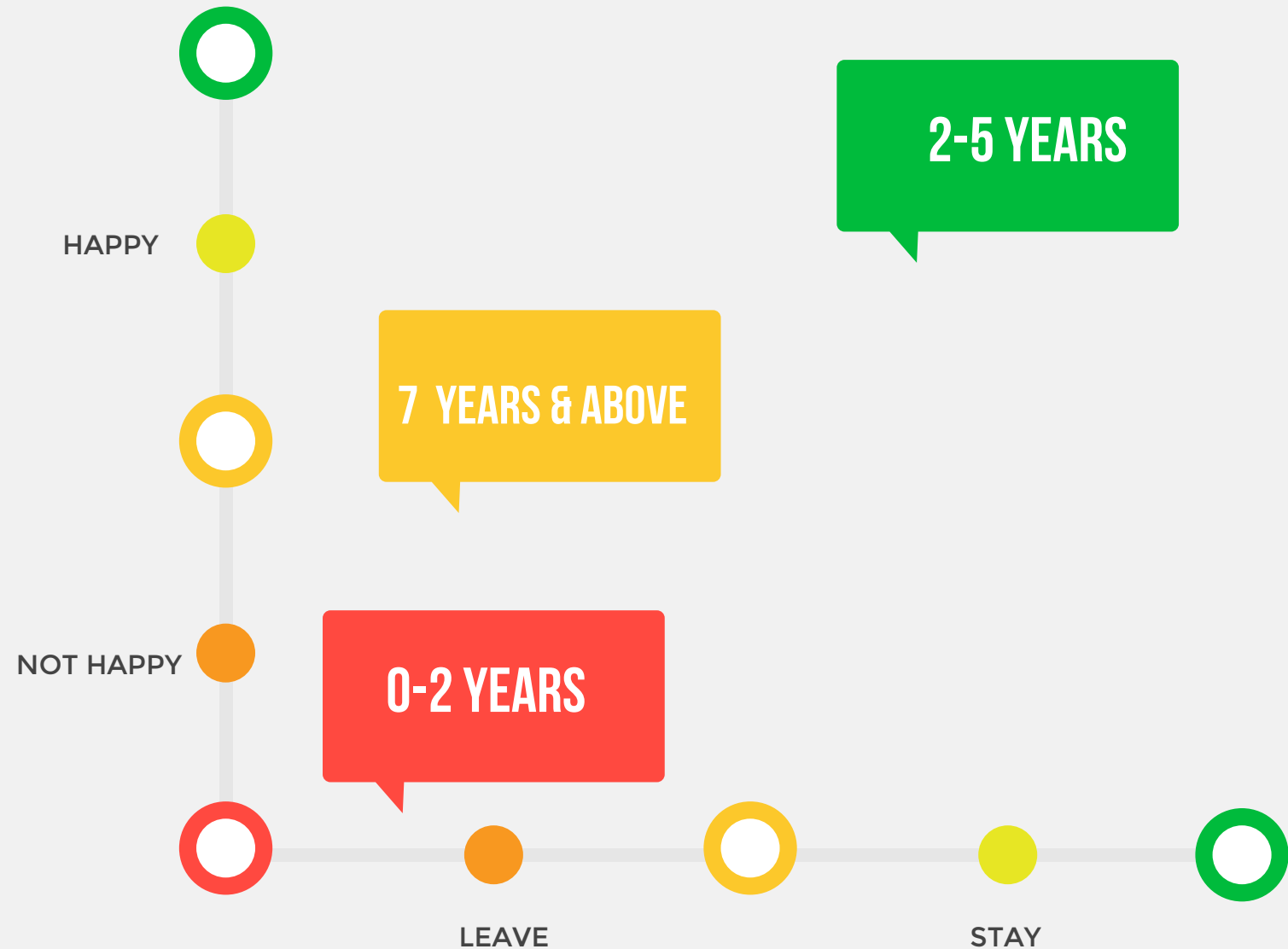
DEMOGRAPHIC INSIGHTS

JOB SATISFACTION VS MOBILITY

New employees are least happy with their jobs and have a high flight risk.

Mid-experienced employees are happier and willing to stay at their jobs.

More experienced employees are mostly undecided, however have the highest flight risk.



JOB SATISFACTION VS MOBILITY

Job Benefits, career prospects and job security are the most important factors for the different job levels. Entry level employees have the highest flight risk, followed by mid-level employees and then senior-level employees.



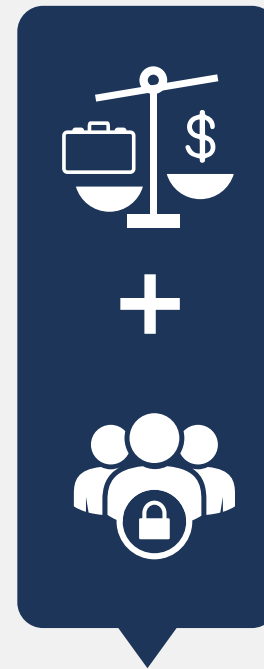
JOB BENEFIT



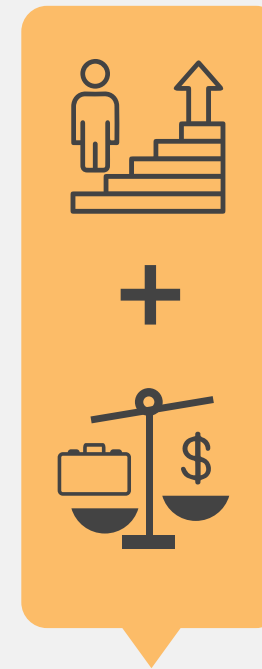
CAREER PROSPECTS



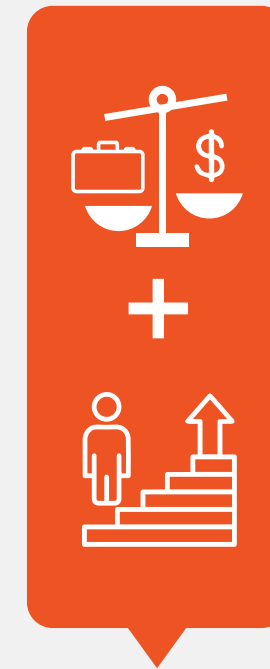
JOB SECURITY



Entry-level
employees



Mid-level
employees



Senior level
employees








WHAT MAKES A GOOD COMPANY








EXTERNAL

TOP 5 TRAITS DESIRED FROM DREAM COMPANIES

-  Good welfare & benefits aside from salary
-  Career advancement prospects
-  Job security
-  Good pay package compared to other companies in the industry
-  Learning opportunities

TOP 3 TRAITS ASSOCIATED WITH THE TOP 25 COMPANIES

-  Good welfare & benefits aside from salary
-  Career advancement prospects
-  Job security



The top companies ticked all the right boxes

INTERNAL

Employees say these are the **Top Five Qualities** that are most important to them in their current companies:



PRIDE



CULTURE



**CAREER
OPPORTUNITIES**



**DIVERSITY &
INCLUSION**



PAY PACKAGE

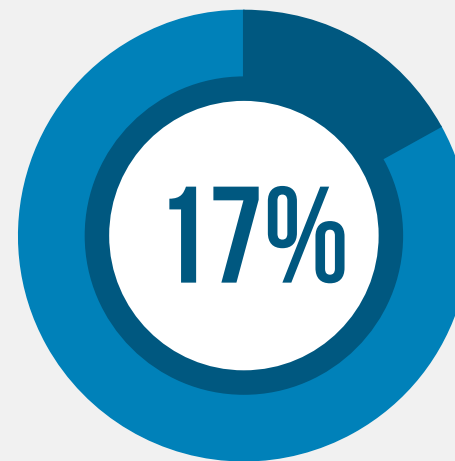


INTERNAL

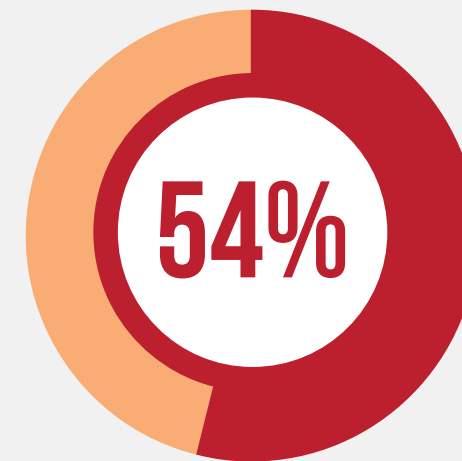
Overall, there are more people willing to leave than stay, however, both sets of employees are looking for the same 3 traits in their dream companies: **Pride, Culture and Career Opportunities.**



WILLING TO
CHANGE JOBS



WILLING TO
KEEP JOBS



INDECISIVE ABOUT
CHANGING JOBS

THE BEST 100 COMPANIES TO WORK FOR IN 2018



#1 TULLOW OIL PLC



#2 NESTLE



#3 BOG



#4 KPMG

Deloitte.

#5 DELOITTE

Ecobank
The Pan African Bank

#6 ECOBANK



#7 UNILEVER



#8 SSNIT



#9 TOYOTA



#10 NEWMONT



#11 TOTAL



#12 GCB



#13 ANGLO GOLD
ASHANTI



#14 MAERSK



#15 BOST



#16 GUINNESS
GHANA



#17 PRUDENTIAL
LIFE



#18 GRA



#19 ANTRAK
AIR



#20 UNITED
NATIONS



#21 BARCLAYS



#22 GNPC



#23 CAL BANK



#24 VODAFONE
GHANA



#25 ZENITH



#26 SAMSUNG



#27 GHANA
COCOA
BOARD



#28 STANDARD
CHARTERED



#29 GOIL



#30 SCANCOM



#31 SGSSB



#32 FANMILK



#33 AGRIC
DEVELOPMENT
BANK



#34 DHL



#35 CONSTRUCTION
PLANNERS



#36 KASAPREKO



#37 GENERAL
ELECTRIC



#38 DESPITE
GROUP



#39 UNICEF



#40 COCA COLA



#41 JAPAN
MOTORS



#42 NIB



#43 VANGUARD
ASSURANCE



#44 TOR



#45 SIC



#46 MANTRAC



#47 MECHANICAL
LLOYD



#48 STANBIC
BANK



#49 ACCESS
BANK



#50 ENTERPRISE
GROUP



#51 FIDELITY
BANK



#52 JOSPONG



#53 AFRICAN
DEVELOPMENT
FUND



#54 ENI



#55 GLICO



#56 GOOGLE



#57 JOY FM



#58 NPA



#59 MICHELLETTI
& CO. LTD



#60 USAID



#61 WORLD BANK



#62 GHACEM



#63 BOSCH



#64 GIZ



#65 GROUPE
NDUOM



#66 ZYLOFON
MEDIA



#67 ROYAL
MEDIA



#68 TULLOW OIL



#69 KENPONG
GROUP



#70 EPA



#71 GAGD



#72 KOSMOS
ENERGY



#73 STARR FM



#74 MELCOM



#75 CITY FM



#76 VIVO
ENERGY



#77 MCDAN
SHIPPING
CO. LTD



#78 AQUA
SAFARI



#79 BEST
WESTERN



#80 CADBURY



#81 PEVANS



#82 SAMSUNG



#83 AIRTEL
TIGO



#84 NALLEM
CLOTHING



#85 BEIGE
CAPITAL



#86 ALISA HOTEL



#87 CHARTER
HOUSE



#88 GRAPHIC



#89 BNI



#90 TV3



#91 PZ CUSSONS



#92 DATABANK



#93 DELTA
AIRLINES



#94 FIESTA
ROYALE



#95 GBC



#96 KEMPINSKI
HOTEL



#97 GOLDEN
TULIP



#98 HFC



#99 NCA



#100 AVNASH
INDUSTRIES