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Employees at larger companies generally happier about jobs

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By Chris Talbot

A study from The Beacon Group found that employees at larger companies are generally happier about their jobs than those at smaller organizations.

Companies with more than 1,000 employees scored marginally better than smaller corporations in the category of 750 employees or 500 employees or less. Over 31,000 employees from Canada, U.S and Mexico participated in the study between 2002 and 2007.

"The prevailing assumption is that smaller companies can generate more employee satisfaction with smaller communities and more direct involvement," said Shannon Couch, vice president of product planning and development at The Beacon Group.

Large companies scored 2.67 points in satisfaction, while companies with fewer than 1,000 employees scored 2.64. The survey measured satisfaction based on four categories, including management support and quality, future career development, compensation, and work environment and co-workers.

Large companies scored equal or higher in every category, particularly in compensation and future career development. "Teamwork and collaboration" and "value, recognition and appreciation" were cited as the best advantages of large corporations over small companies.

However, the results may not tell the whole story.

"Employees at smaller companies may feel they have greater control over their role in the organization and workplace environment," Couch said. "This can translate into more critical scores in employee surveys, where employees at larger companies may have become complacent about their ability to shape their workplace environment".