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 Percentage of Respondents (%)

- **Gender of Respondents**
  - Male: 66%
  - Female: 34%

- **Gender and Age**
  - **Less Than 25 (Years)**
    - Male: 46%
    - Female: 54%
  - **26 - 30 (Years)**
    - Male: 66%
    - Female: 34%
  - **31 - 40 (Years)**
    - Male: 77%
    - Female: 23%
  - **40 and Above (Years)**
    - Male: 88%
    - Female: 12%
JOB LEVEL
KEY PARAMETERS OF RESPONDENTS

- Entry Level: 11%
- Mid Level: 68%
- Senior Level: 19%
- Business owner: 2%
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
The Practical Exchange Rate as at 31st December, 2017 USD 1 : GH¢ 4.41 has been Used
EMPLOYEE RECOMMENDATION

KEY PARAMETERS OF RESPONDENTS

Would recommend their company: 49%
Would likely recommend their company: 28%
Would not recommend their company: 23%
DEMOGRAPHIC INSIGHTS
CURRENT EMPLOYMENT

When asked if respondents were satisfied with their 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.

- **EARN above GH₵ 1,000**
  - Men: 62%
  - Women: 56%
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.

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

- Most entry level employees are less than 25 years.
- Most mid-level employees are between 35-40 years.
- Most senior level employees are over 40 years.
- Most business owners are over 40 years.
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.
JOB MOTIVATION

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

However, the youngest and oldest demographic prioritise job benefits.
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 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.
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:

1. PRIDE
2. CULTURE
3. CAREER OPPORTUNITIES
4. DIVERSITY & INCLUSION
5. 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.

- **29%** Willing to change jobs
- **17%** Willing to keep jobs
- **54%** Indecisive about changing jobs