



Jobberman
BEST 100
COMPANIES
TO WORK FOR

2018 REPORT



INTRODUCTION

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

The 'Best 100 Companies to Work for in Nigeria' is an annual list published by Jobberman which ranks companies in Nigeria based on employee job satisfaction, happiness, career growth prospects, work-life balance and other relevant metrics.

This 4th edition of the ranking considered a total of 2,156 respondents, which consisted of career professionals and employees across Nigerian owned companies and multinationals.



KEY PARAMETER INSIGHTS





GENDER AND AGE

KEY PARAMETERS OF RESPONDENTS



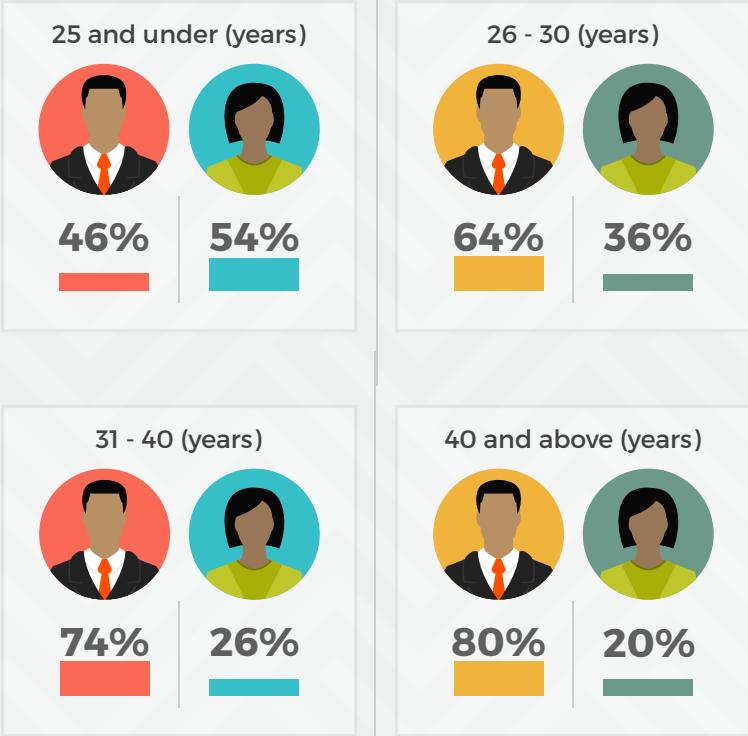
66%



34%



Gender of Respondents

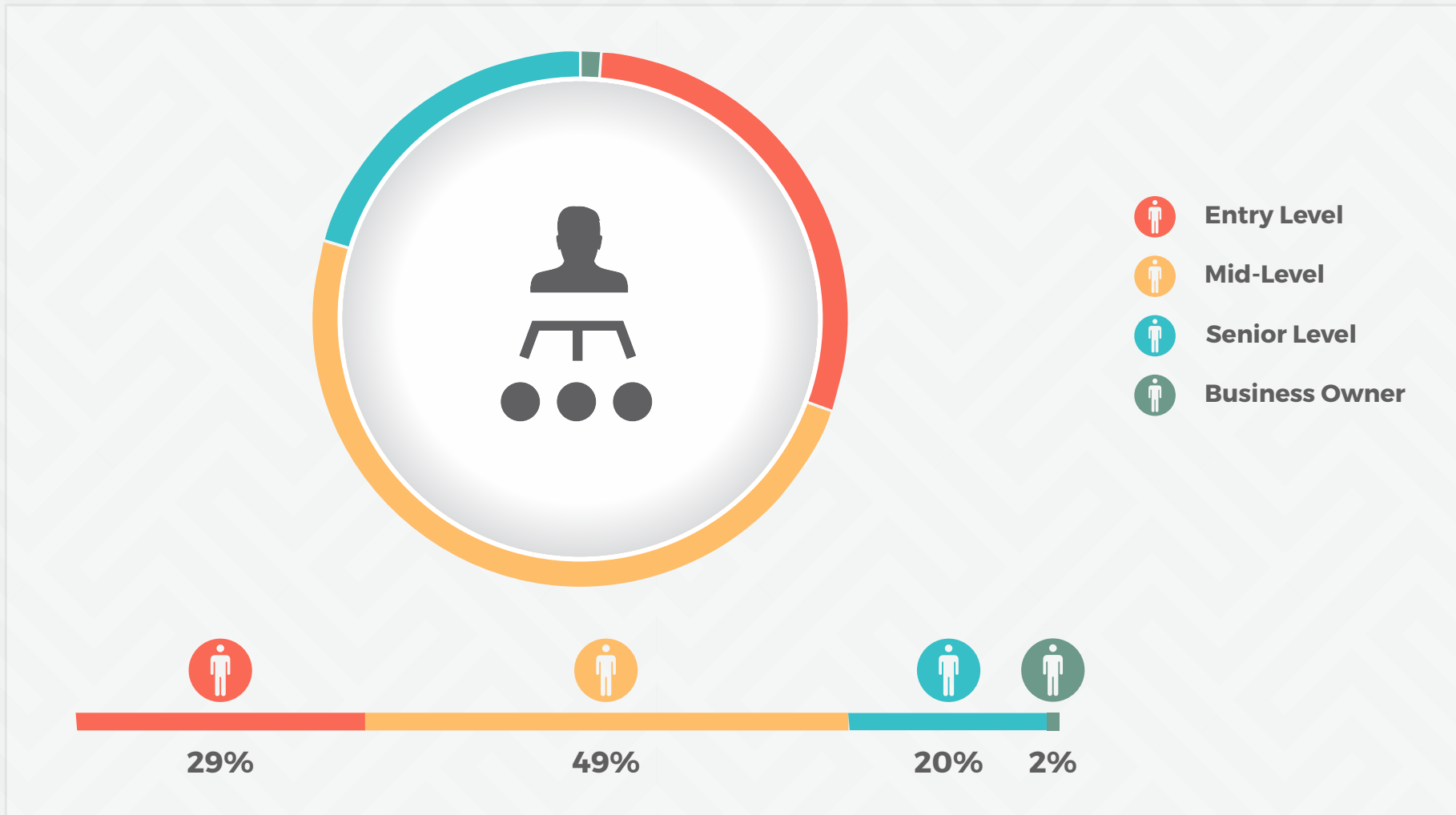


Gender and age percentage of respondents (%)



JOB LEVEL

KEY PARAMETERS OF RESPONDENTS





CURRENT EMPLOYMENT

KEY PARAMETERS OF RESPONDENTS



41%

Have been with current employer for below

2 Years



30%

Have been with current employer for

2-5 Years



9%

Have been with current employer for

5-7 Years



20%

Have been with current employer for

7 Years & above



MONTHLY SALARY

KEY PARAMETERS OF RESPONDENTS

38%

EARN UNDER

₦100,000

(\$278)



22%

EARN BETWEEN

₦100,000 - ₦150,000

(\$278 - \$417)



20%

EARN BETWEEN

₦150,000 - ₦300,000

(\$417-\$833)



9%

EARN BETWEEN

₦300,000 - ₦500,000

(\$833 - \$1,389)



11%

EARN OVER

₦500,000

(\$1,389)



The practical exchange rate as at 31st December, 2017 -
USD1 : NGN360 has been used



EMPLOYEE RECOMMENDATION

KEY PARAMETERS OF RESPONDENTS



62%
WOULD RECOMMEND
THEIR COMPANY



24%
WOULD LIKELY
RECOMMEND
THEIR COMPANY



14%
WOULD NOT
RECOMMEND
THEIR COMPANY



DEMOGRAPHIC INSIGHTS





CURRENT EMPLOYMENT

Both men and women are almost as equally satisfied with their place of work.



63%

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

61%

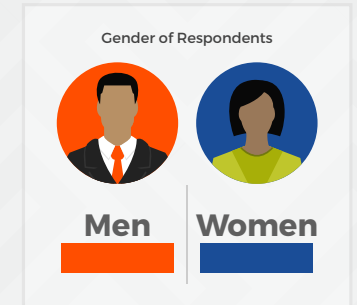
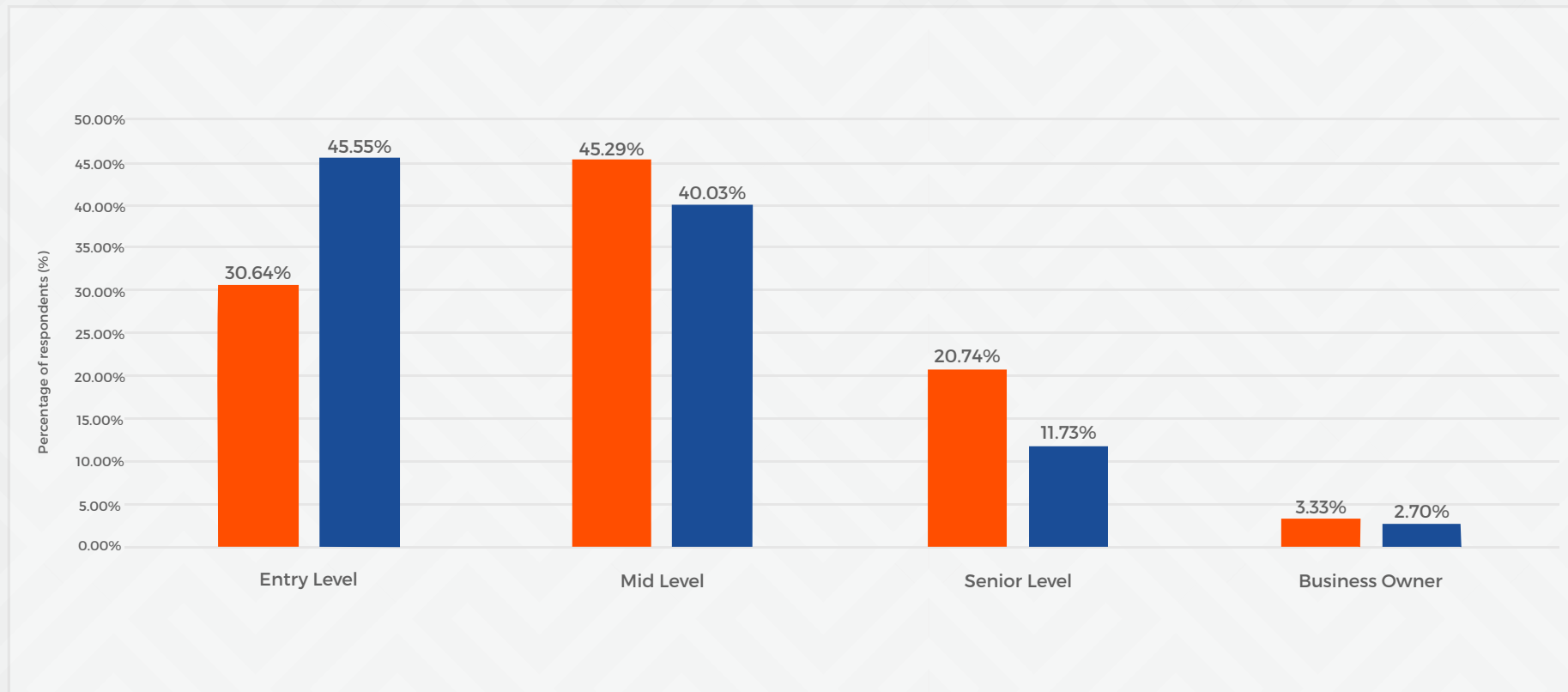
of women said they were satisfied with their current place of work.





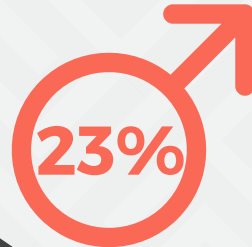
EXPERIENCE LEVEL

Men occupy a slightly greater percentage of **Mid and Senior level positions**.

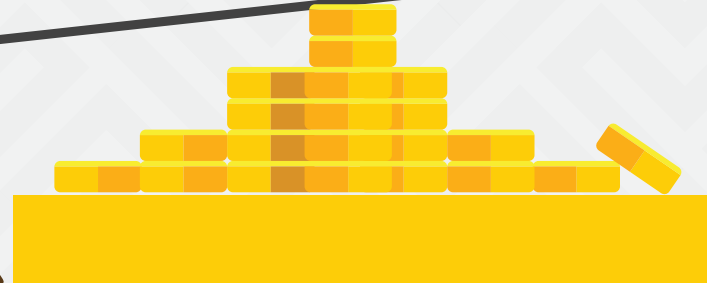


MONTHLY SALARY

There is a greater percentage of men in the higher salary bracket while there is a greater percentage of women in the lower salary bracket.



EARN BELOW
N150,000



EARN BELOW
N150,000





EMPLOYEE SATISFACTION

Men and women have different priorities when it comes to traits in a job; Men rate **Proximity to home, Pay and Job Security** as their top 3 traits while women rate **Pay, Proximity to home and Career Prospects** as the top 3 traits of a dream company.

Men are also less willing to stay at their current place of employment than women.

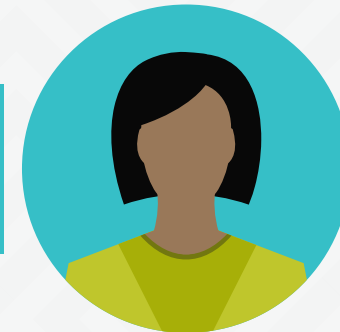


24%

of men are willing to stay

34%

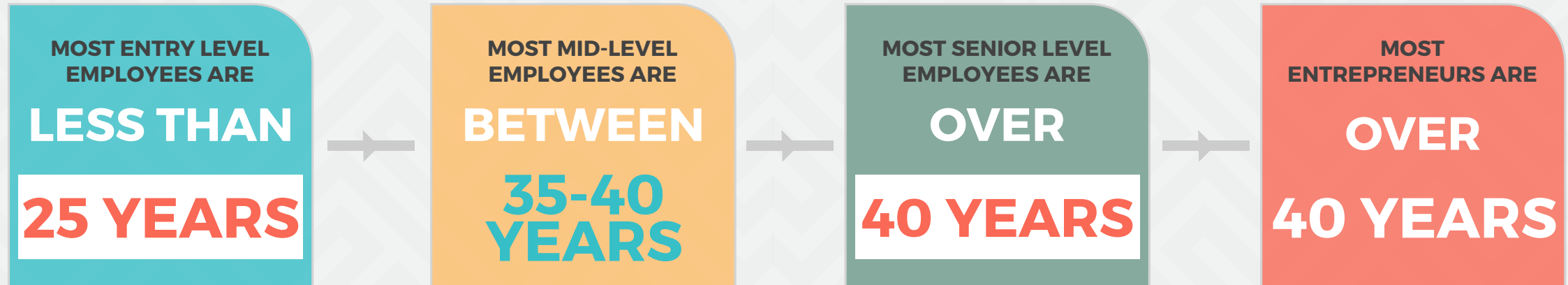
of women are willing to stay





JOB EXPERIENCE

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

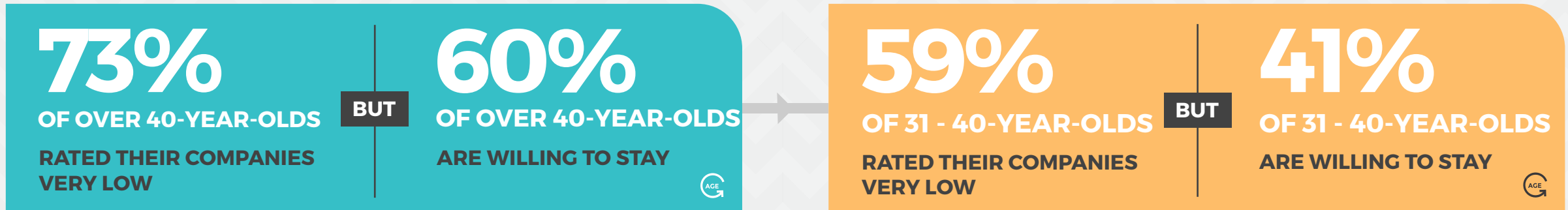




JOB SATISFACTION VS MOBILITY

Even though the older generation rate their companies low, they are not as eager to move.

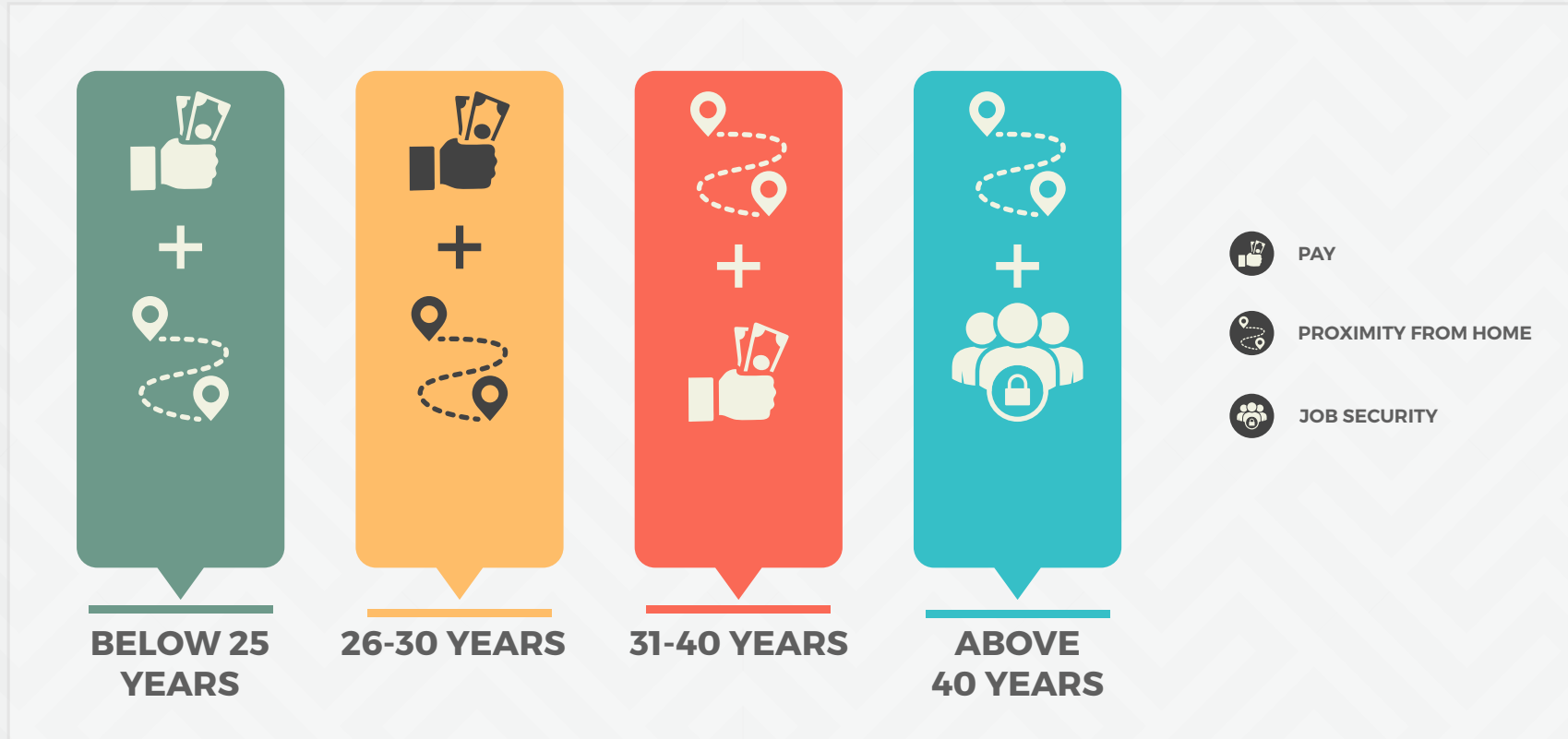
Unlike the younger generation, who even though they rate their companies highly, have more wanderlust.





JOB MOTIVATION

Pay is the most important factor for the younger demographic, closely followed by **proximity to home**. However, as the demographic gets older, **proximity to home** takes precedence, and **job security** now becomes an important factor.





JOB EXPERIENCE

DEMOGRAPHIC INSIGHTS

JOB SATISFACTION VS MOBILITY

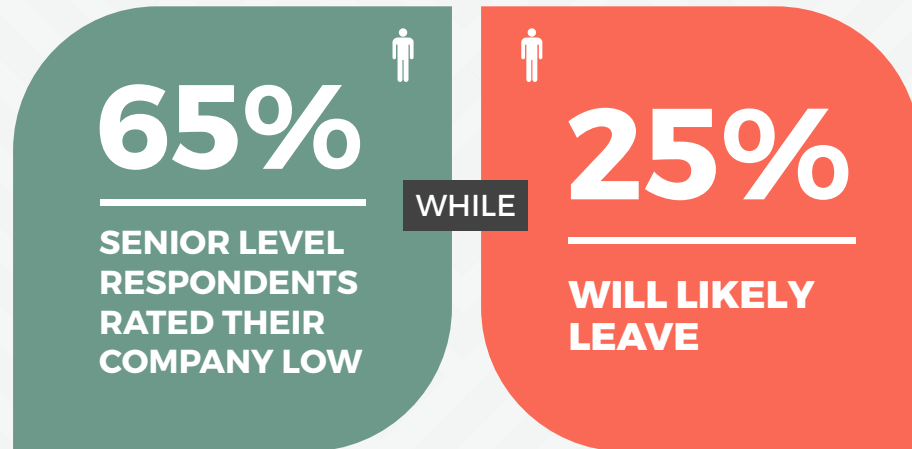
The least and most experienced employee groups share similar traits, as they both rate their companies low and are less likely to leave, compared to those with 3-7 years of experience, who are more likely to move.





JOB SATISFACTION AND MOTIVATION

Employees in more senior positions rate their companies lower, however are not as willing to leave as much as entry-level employees, who have a higher flight risk.



Entry to Senior level employees both seek the same two top traits, Pay and proximity to home, although the order changes from pay to proximity as the levels go higher.



Business owners are looking for flexible working conditions and an opportunity for societal impact as their two top factors.





WHAT MAKES A GOOD COMPANY








EXTERNAL

TOP 5 TRAITS DESIRED FROM DREAM COMPANIES

-  Good welfare & benefits asides 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 asides 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**

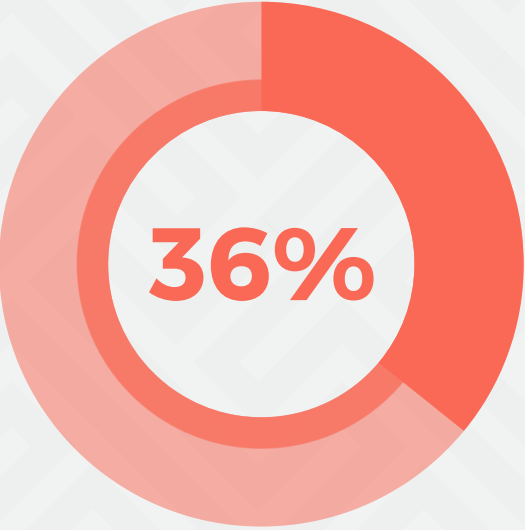


PAY PACKAGE

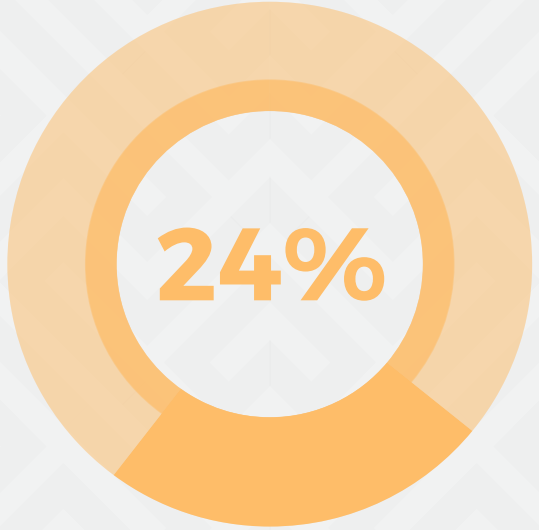


INTERNAL

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



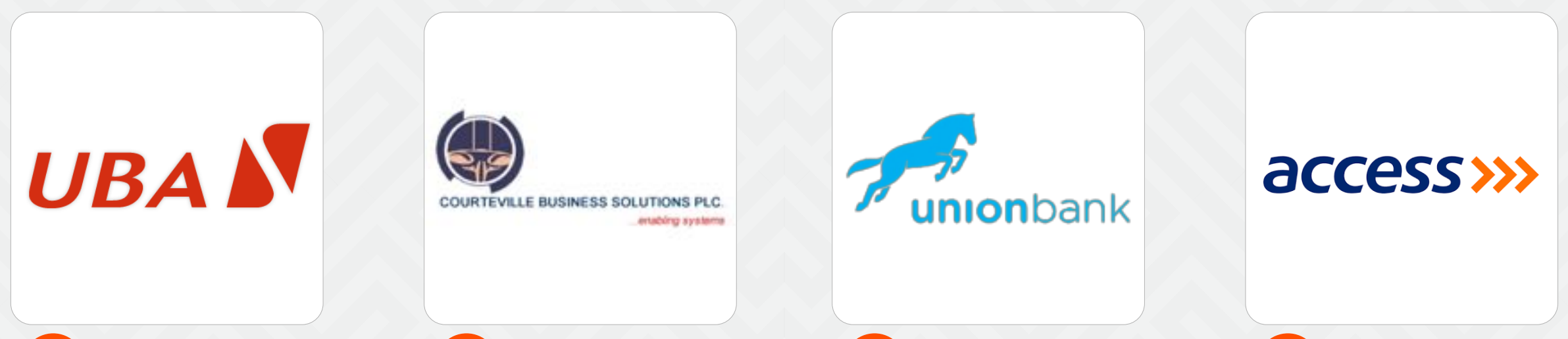
WILLING TO KEEP JOBS



UNDECIDED ABOUT CHANGING JOBS



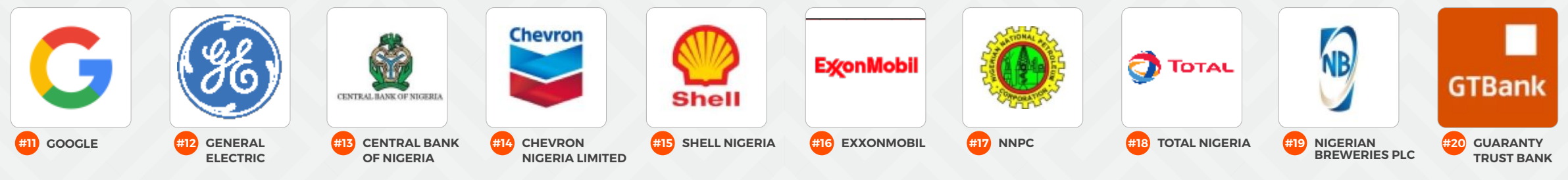
#1 ANDELA



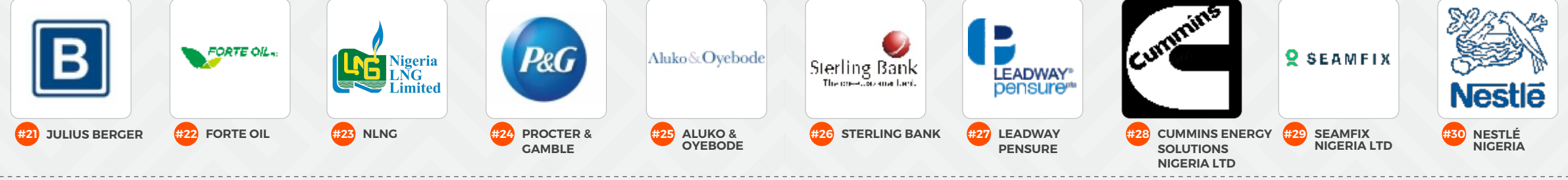
#2 UNITED BANK FOR AFRICA **#3 COURTEVILLE** **#4 UNION BANK** **#5 ACCESS BANK**



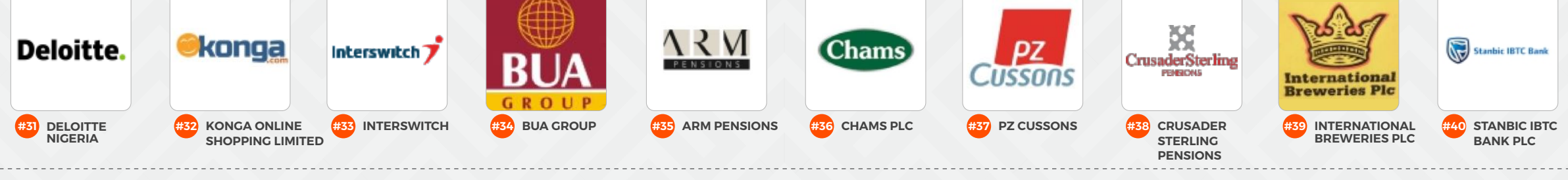
#6 MTN **#7 GUINNESS NIGERIA** **#8 KPMG** **#9 PRICEWATER HOUSECOOPERS** **#10 DANGOTE**



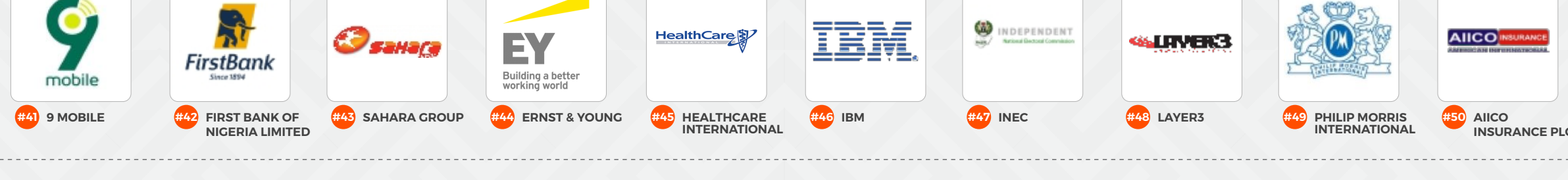
#11 GOOGLE **#12 GENERAL ELECTRIC** **#13 CENTRAL BANK OF NIGERIA** **#14 CHEVRON NIGERIA LIMITED** **#15 SHELL NIGERIA** **#16 EXXONMOBIL** **#17 NNPC** **#18 TOTAL NIGERIA** **#19 NIGERIAN BREWERIES PLC** **#20 GUARANTY TRUST BANK**



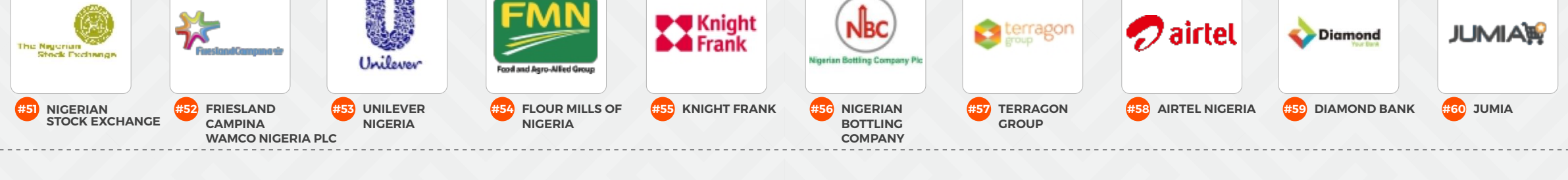
#21 JULIUS BERGER **#22 FORTE OIL** **#23 NLNG** **#24 PROCTER & GAMBLE** **#25 ALUKO & OYEBODE** **#26 STERLING BANK** **#27 LEADWAY PENSURE** **#28 CUMMINS ENERGY SOLUTIONS NIGERIA LTD** **#29 SEAMFIX NIGERIA LTD** **#30 NESTLÉ NIGERIA**



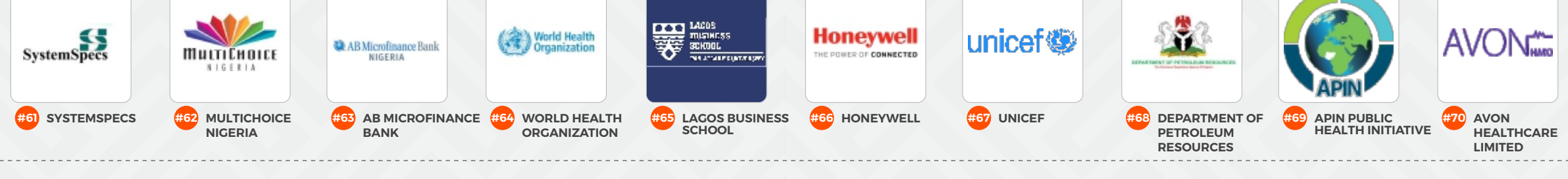
#31 DELOITTE NIGERIA **#32 KONGA ONLINE SHOPPING LIMITED** **#33 INTERSWITCH** **#34 BUA GROUP** **#35 ARM PENSIONS** **#36 CHAMS PLC** **#37 PZ CUSSONS** **#38 CRUSADER STERLING PENSIONS** **#39 INTERNATIONAL BREWERIES PLC** **#40 STANBIC IBTC BANK PLC**



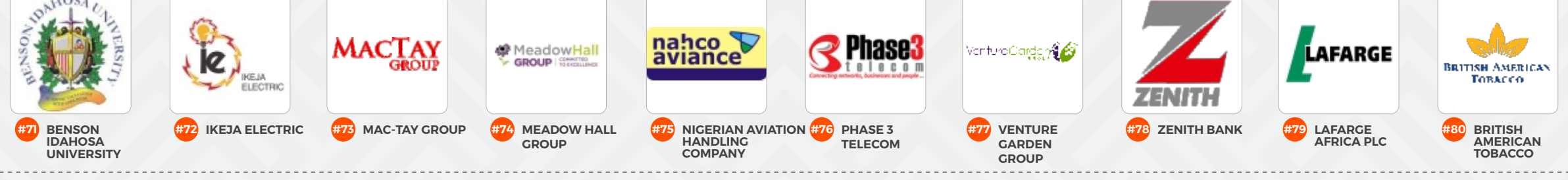
#41 9 MOBILE **#42 FIRST BANK OF NIGERIA LIMITED** **#43 SAHARA GROUP** **#44 ERNST & YOUNG** **#45 HEALTHCARE INTERNATIONAL** **#46 IBM** **#47 INEC** **#48 LAYER3** **#49 PHILIP MORRIS INTERNATIONAL** **#50 AIICO INSURANCE PLC**



#51 NIGERIAN STOCK EXCHANGE **#52 FRIESLAND CAMPINA WAMCO NIGERIA PLC** **#53 UNILEVER NIGERIA** **#54 FLOUR MILLS OF NIGERIA** **#55 KNIGHT FRANK** **#56 NIGERIAN BOTTLING COMPANY** **#57 TERRAGON GROUP** **#58 AIRTEL NIGERIA** **#59 DIAMOND BANK** **#60 JUMIA**



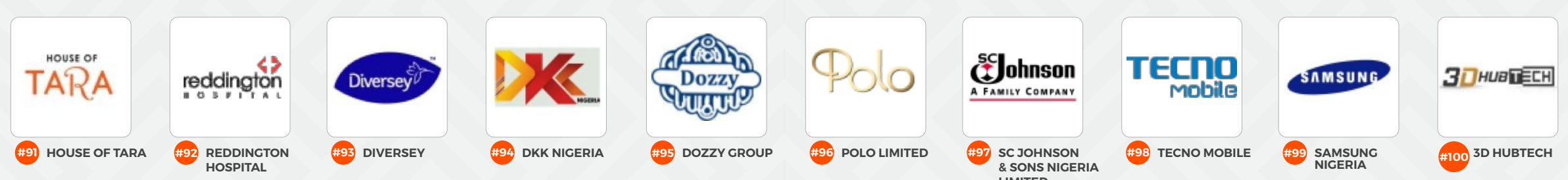
#61 SYSTEMSPECS **#62 MULTICHOICE NIGERIA** **#63 AB MICROFINANCE BANK** **#64 WORLD HEALTH ORGANIZATION** **#65 LAGOS BUSINESS SCHOOL** **#66 HONEYWELL** **#67 UNICEF** **#68 DEPARTMENT OF PETROLEUM RESOURCES** **#69 APIN PUBLIC HEALTH INITIATIVE** **#70 AVON HEALTHCARE LIMITED**



#71 BENSON IDAHOSA UNIVERSITY **#72 IKEJA ELECTRIC** **#73 MAC-TAY GROUP** **#74 MEADOW HALL GROUP** **#75 NIGERIAN AVIATION HANDLING COMPANY** **#76 PHASE 3 TELECOM** **#77 VENTURE GARDEN GROUP** **#78 ZENITH BANK** **#79 LAFARGE AFRICA PLC** **#80 BRITISH AMERICAN TOBACCO**



#81 DESCASIO LIMITED **#82 DEUTSCHE GESELLSCHAFT FÜR INTERNATIONALE ZUSAMMENARBE** **#83 FHI 360** **#84 FIDELITY BANK** **#85 IROKO TV** **#86 LAPLACE TECHNOLOGIES** **#87 MAIN ONE** **#88 MCKINSEY & COMPANY** **#89 GLAXOSMITH KLINE** **#90 HEALTHPLUS PHARMACY**



#91 HOUSE OF TARA **#92 REDDINGTON HOSPITAL** **#93 DIVERSEY** **#94 DKK NIGERIA** **#95 DOZZY GROUP** **#96 POLO LIMITED** **#97 SC JOHNSON & SONS NIGERIA LIMITED** **#98 TECNO MOBILE** **#99 SAMSUNG NIGERIA** **#100 3D HUBTECH**