

Great Place to Work

The List of Fortune 100 Best companies to work can indicate effective HR Policies and Procedures and suggest the importance of aligning HR to strategy.

What makes employees to consider workplace as a great place to work? Organizations are realizing the importance of aligning HR policies and procedures with organizational strategies for building their image. Every organization probably aspires to enter into the list of Fortune 100 Best Companies to Work. A great place to work is one where management and employees are happy and feel that they are mutually benefitting with each other's contribution and where employees are proud to work.

Fortune Partners with the Great Place to Work Institute annually conduct a Survey in Corporate America to pick 100 best companies to work.

The Top 10 Best Companies for 2013 are:

Rank	Name of the Company
1	Google. Inc
2	SAS
3	CHG Healthcare Services
4	The Boston Consulting Group, Inc.
5	Wegmans Food Markets, Inc.
6	NetApp
7	Hilcorp Energy Company
8	Edward Jones
9	Ultimate Software
10	Camden Property Trust

Methodology used for selecting Best Companies:

More than 277,000 employees from 259 firms participated in the survey this year. The eligibility criteria for participating in the survey are: 1) the company should be 5 years old, and 2) the company should have more than 1000 US employees. Data was collected through two questionnaires, one called Trust Index Survey and the other Culture Audit Survey. The Trust Index Survey questions related to management's credibility, job satisfaction and camaraderie. Two thirds of the score is based on this survey. Questions on Culture Audit Survey included on Pay and Benefit programs, Hiring practices, Methods of internal communication, Training programs, Recognition programs and Diversity efforts. One thirds of the score is based on this survey. Ranking of companies is done on the basis of overall score obtained by each company.

HR policies and procedures refer to the set of guidelines, which determine the way in which employees should be treated in an organization. They are based on the objectives and culture of the organization and the external environment. Good HR policies enhance the image of the company.

Source: Christopher Tkaczyk .2014, "10 Great Workplaces for Millennials", **Fortune**, 15 May 2014
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