INTEGRATION PROCESS NEW EMPLOYEES

Activities the employer offers to help integrate new colleagues.

TOP 5 MOST COMMONLY OFFERED ACTIVITIES

- 1 Formal sessions
- 2 Employee surveys
- 3 Participation structures
- 4 Special/social events
- 5 Suggestions box/email

highest standards of excellence in employee conditions. The certification process comprises a comprehensive analysis of an organisation's HR environment: strategy, policy implementation, monitoring and communication of employee conditions and

The Top Employers certification is only awarded to organisations that achieve the

TOP EMPLOYERS GLOBAL 2013

development. In this infographic you will find some of the global findings from our research into companies for the 2013 Top Employers certification.

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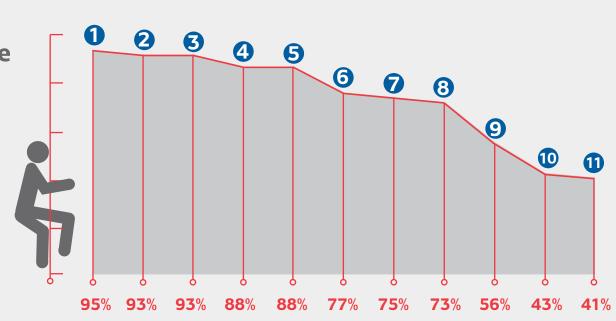
COMMUNICATION

CHANNELS

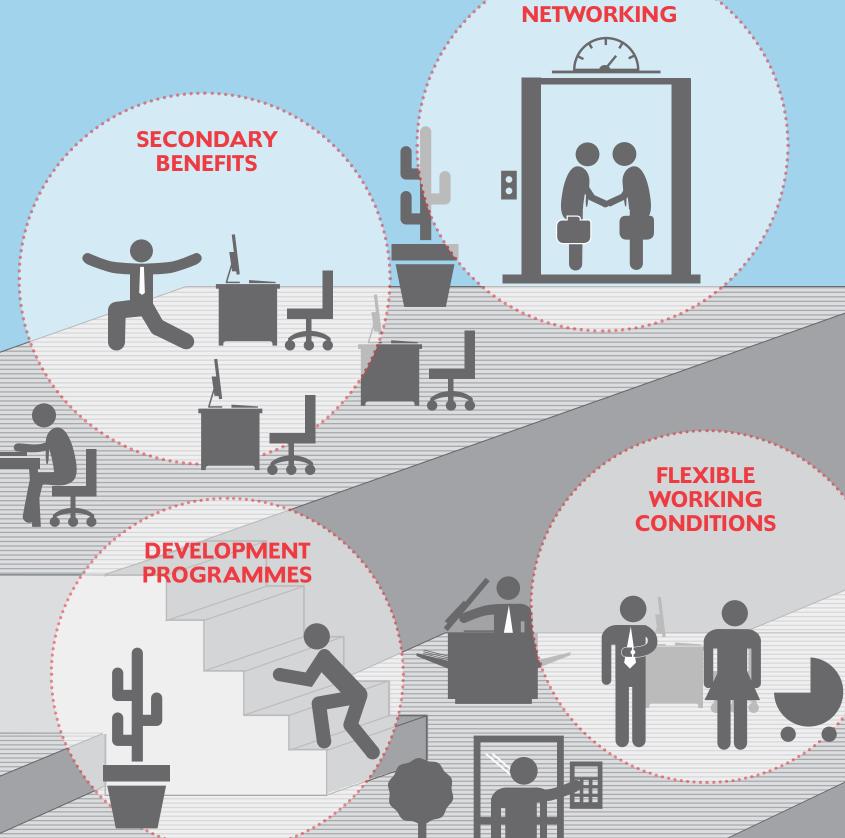


DEVELOPMENT PROGRAMMES

Development programmes made available to employees.

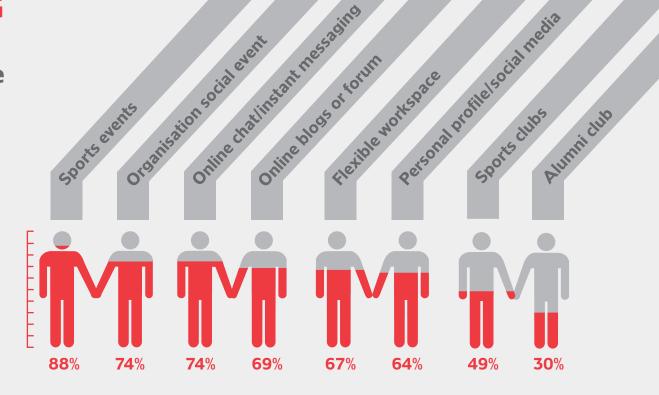


- General training programmes
 6 Coaching/mentoring
- 2 Industry-related/job specific training programmes
- 3 Leadership development programmes
- 4 Talent management/high performer programmes
- 5 Individually selected training programmes
- programmes
- **7** Graduate development programmes/traineeships
- 8 Internship programmes
- 9 International exchange programmes
- 10 Job rotation programmes
- Peer support programmes



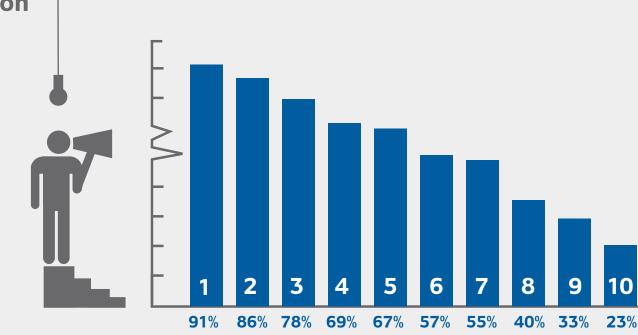
NETWORKING

What the company offers to encourage networking within the organisation.



COMMUNICATION CHANNELS

Top 5 communication channels the employees can use to give feedback to their employer.



- **1.** Formal sessions
- 2. Employee surveys
- **3.** Participation structures
- **4.** Special/social events
- 5. Suggestions box/email
- **6.** Forums/blogs on Intranet
- 7. Special access to CEO/Leadership
- **8.** Social media (e.g. Facebook, Twitter)
- **9.** Instant messaging (e.g. MSN/Skype/Connector)
- **10.** Brainstorming sessions



The flexible working conditions the employers have in place for their staff. The larger the text, the more this is offered.

TIME OFF IN LIEU (TOIL)/ TELECOMMUTING/ TIME-FOR-TIME WORKING FROM HOME SELF-ROSTERING FLEXI-TIME WORKING

SPECIAL LEAVE FOR PARENTS SABBATICAL CAREER BREAK TERM-TIME WORKING **REDUCTION IN COMPANY TRAVEL**

secondary benefits the employers offer their employees.











67%











maternity





allowance



INTEGRATION

PROCESS

NEW EMPLOYEES



care facilities















75%



72%





Study (financial)



Car/travel













