

Employees Happier at Larger Companies: Study

April 17, 2008 | Craig Sebastiano



Employees at larger companies are usually happier about their jobs than those at smaller firms, according to a study.

The study surveyed more than 31,000 employees from Canada, the United States and Mexico between 2002 and 2007. It was conducted by The Beacon Group, a Toronto-based HR advisement and services firm.

Organizations with more than 1,000 people scored marginally better than smaller corporations in the category of 750 employees or 500 employees or less.

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

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

But, she says, the results of the survey 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."

"This," Couch adds, "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."

To comment on this story, email craig.sebastiano@rci.rogers.com.