Great IT Companies
Posted by epearlman - 2011/01/21 09:23

Fortune just came out with its 100 Best Companies to Work For list. It was interesting to see that among the top 5, three were technology companies, including:

#1 SAS
#4 Google
#5 Net App

Some of the perks that SAS provided last year are: on-site health care, high quality child care for $410 a month, summer camp for kids, car detailing, and an on-site beauty salon. Google offered an across the board 10% salary hike last year, among other perks.

What about the company you work for? What perks does it offer that makes it great? Or what do you wish they would offer that they don't?

==========

Re:Great IT Companies
Posted by Mel Duvall - 2011/01/21 14:13

I noticed it didnâ€™t make the Fortune Top 100, but IBM said this week that it will be giving all non-executive employees $1,000 in stock incentives. The company just came off a great quarter, and CEO Sam Palmisano, sent an email saying â€œOur long-term success is the product of the work, innovation and superior execution of more than 400,000 IBMers.â€•

==========

Re:Great IT Companies
Posted by epearlman - 2011/01/21 15:09

I'm sure that move will be much appreciated at IBM. Thanks for the info.

==========

Re:Great IT Companies
Posted by srw134 - 2011/01/21 21:33

It seems to me that these are the companies whose management really gets that making the employees happy will also make the company happy (in terms of productivity). It is good to see that these companies get it and with any luck other companies are paying attention to this as well.

-sean

==========

Re:Great IT Companies
Posted by searley - 2011/01/26 16:50

Those companies are great for the "buzz" generation. The companies that I find to be the "best of breed" but actually quite worrisome in their business model are core companies like:

IBM
HP
Dell
Oracle

Not very innovative, but core to the background of the SP500. Not the best to work for - but the best indicators of the technical future for corporate america.

==========

Re:Great IT Companies
Posted by tsheehan - 2011/01/26 17:42

I agree with your selection. I find when I am trying to motivate the troops I point to some of the "beneath the radar" benefits that working for myself or my organization can bring. These come in the form of extra time off, telecommuting, advanced training, and conference attendance.

==========

Re:Great IT Companies
Posted by caragarretson - 2011/01/27 07:29

Wow, I'm kind of surprised that SAS came out No. 1. Do you think their summer camp teaches the kids how to data warehouse?

Also surprised that Apple and Microsoft aren't at the top among tech companies.

==========

Re:Great IT Companies
Posted by robjvargas - 2011/01/28 08:52

---

caragarretson wrote:
Wow, I'm kind of surprised that SAS came out No. 1. Do you think their summer camp teaches the kids how to data warehouse?

Also surprised that Apple and Microsoft aren't at the top among tech companies.
I'm not. Microsoft and Apple have always sought out the kinds of folks that aren't necessarily seeking benefits. I still see stories of MS Employees setting up makeshift beds under their desks. From what I've seen, that's not pressure from corporate. That's the kind of employee MS seeks and is pretty good at finding. I've seen postings that suggest Apple seeks and finds the (basically) same kind of employee.

If that works for the employee and for Microsoft/Apple, that's fine. But I don't expect them to every show up in "great places to work" lists because of it.

Wasn't it Microsoft, though, that deigned its Redmond, WA campus so that all employees had offices with windows? The glass kind, I mean. :D

==========

Re:Great IT Companies
Posted by srw134 - 2011/01/28 22:20

I think there is certainly a difference in what people consider when determining a "best" place to work. I am sure these employees who live and die for their companies would say their employers are great. Of course, for the rest of us who put more focus on our personal lives these is counterintuitive.

-sean

==========

Re:Great IT Companies
Posted by searley - 2011/01/31 11:31

It seems to be usually the case that the companies that are best to work for are either privately held or public with a large privately help stake. I don't know much about Net App, but SAS is private and the majority of Google stock is still held by the founders. This allows corporate leaders to value employees as stake holders over stockholders. It leads to a broader

initiative to drive innovation over profit growth. Management is inspiring, employees are motivated and in the end stockholders usually catch a nice ride.

==========

Re:Great IT Companies

Posted by jimfinnan97 - 2011/02/02 15:59

If you look at what NetApp offers their employees in terms of perks - up to 5 days per year off to work in community service at the non-profit of your choosing.. pretty cool!

==========

Re:Great IT Companies

Posted by epearlman - 2011/02/03 07:47

That is pretty cool. These kind of initiatives go far with employees who value companies that look beyond the standard perks of the past.

==========

Re:Great IT Companies

Posted by srw134 - 2011/02/03 07:57

It is really nice to see the management at these companies really 'getting' the things that their employees want. Hopefully, other companies will pay attention and notice that when employees are happier they are also more productive and more willing to put more into their work.

-sean

==========

Re:Great IT Companies

Posted by robjvargas - 2011/02/03 11:08

One thing that doesn't get mentioned often is the stockholders in these companies. Yes, the interests of stockholders seems to be laser-focused on maximizing profits now.

But let's not forget that CIO is a C-level office. Senior executive. CIO's should not undermine CEO's, President, Owners, for sure. But neither should CIO's be afraid to advocate for this stuff with stockholders directly.

Like users, sometimes, stockholders don't *have* to be only a blockade or a problem. They *can* be partners in the solution.

==========

Re:Great IT Companies

Posted by scarr - 2011/06/09 11:33

I have always thought of IBM as the best IT company. They always hire and retain the best talent in my opinion.

==========