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

Gender of Respondents

- 66% Male
- 34% Female

Gender and age percentage of respondents (%)

- 25 and under (years)
  - 46% Male
  - 54% Female
- 26 - 30 (years)
  - 64% Male
  - 36% Female
- 31 - 40 (years)
  - 74% Male
  - 26% Female
- 40 and above (years)
  - 80% Male
  - 20% Female
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.
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
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.
**AGE DEMOGRAPHIC INSIGHTS**

**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 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.

- **64%** of 0-2 years experienced employees rated their company low.
- **28%** will likely leave.

- **67%** of 7 years & above experienced employees rated their company low.
- **23%** will likely leave.
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 aside 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 aside 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:

1. PRIDE
2. CULTURE
3. CAREER OPPORTUNITIES
4. DIVERSITY & INCLUSION
5. 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.

- 36% willing to change jobs
- 24% willing to keep jobs
- 40% undecided about changing jobs