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Which company suits you?

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What's the issue?

- All of us are currently figuring out the industries/ companies we want to work in
- We rely on current employees, alumni, summarized surveys, or information sessions to get to know about the company culture, work-life balance, etc.
- We are restricted to a limited POV from people who we talk to

How can we help?

- Leverage data from a job forum with verified and anonymized comments
- Estimate the association of features such as compensation, culture, etc. with employee morale
- Understand the overall sentiment of employees towards their employer
- Recommend jobs to job-seekers basis their priorities



Company reviews – key to unlock a job seeker's preferences

We have scraped ~14k reviews from multiple companies from an anonymous company review website "[teambblind](#)"

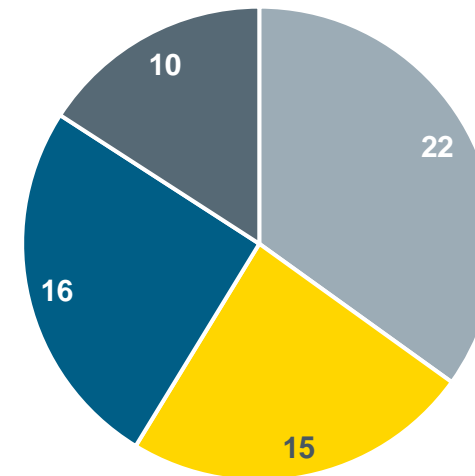
Advantages of this source

- Anonymous verified review
- Pros and Cons of companies separated neatly
- Reviews by job role

Issues with the data

- Some companies do not have enough reviews
- Some companies do not have enough reviews in Data Science/ Analytics

Companies by Sectors



■ Technology ■ Consulting ■ Finance ■ Retail & E-Commerce



Here's what people talk about!

Attribute	Words
Work Life Balance	Balance, Life, WLB, Time, Hours, Flexible, Flexibility, Work-life
Culture	People, Culture, Team, Management, Smart, Colleagues, People, Environment, Friendly, Leadership, Manager, Employees, Coworkers, Management, Helpful, Supportive, Support, Health, Fun, Chill, Focus, Talented, Friendly, Diversity, Collaborative
Compensation	Pay, Compensation, Comp, Salary, 401k, Stock
Benefits	Benefits, Food, Vacation, PTO, Dinners, Perks, Resources, Retreats
Professional Growth	Opportunities, Career, Growth, Learn, Learning, Projects, Tech, Experience, Grow, Development, Exposure, Brand, Clients, Fast, Skills, Competitive, Technology, Progression, Technical
Remote Working	Remote, WFH, Home, Virtual



How do different sectors measure on these attributes?

Industry	Work Life Balance	Culture	Compensation	Benefits	Professional Growth	Remote Working
Consulting	0.862	0.973	0.661	0.816	1.334	0.735
E-Commerce/ Retail	1.069	1.014	0.980	0.731	1.071	0.809
Fin-Tech	1.040	1.084	1.031	0.798	0.933	1.175
Technology	1.059	1.004	1.183	1.265	0.870	1.101

1. As expected, **Consultants** experience the **most professional growth** owing to the fast-paced work and client facing roles; however, they **lack on all other parameters**
2. Owing to the operating model in **Consulting and Retail/E-commerce** companies, employees **don't have the flexibility to work from home**
3. Employees at **Tech** companies get a relatively **higher compensation** and **better benefits/perks** when compared to other industries
4. All **non-consulting** companies seem to have a **better work-life balance**
5. Surprisingly, **Consultants are not satisfied with their Compensation** despite the general belief that they are paid higher compared to other sectors; they might feel they are under-paid when compared to the high volume of work/ stress



What companies are the most associated with each attribute?

Work Life Balance

Company	Lift Value
Expedia	1.357
Boeing	1.344
Dell	1.322
American-Express	1.320
Microsoft	1.316
Prudential-Financial	1.314

Benefits

Company	Lift Value
LinkedIn	2.257
Meta	2.102
Google	1.983
Zoom	1.934
Allstate-Financial-Services	1.783
Salesforce	1.773

Compensation

Company	Lift Value
Broadcom	3.048
Splunk	1.983
Stripe	1.973
Meta	1.633
NVIDIA	1.623
Mastercard	1.533

Professional Growth

Company	Lift Value
McKinsey	1.762
BCG	1.682
Bain&Company	1.608
Amazon	1.479
Tesla	1.470
ZS	1.467

Culture

Company	Lift Value
Silicon-Valley-Bank	1.418
Bain&Company	1.377
Slalom-Consulting	1.313
HP	1.276
ZS	1.245
Microsoft	1.240

Remote Working

Company	Lift Value
PNC	3.813
Dell	3.303
Prudential-Financial	3.270
Vmware	3.034
Allstate-Financial-Services	2.859
Truist	2.575



We'll find the right company for you!

I WANT WORK-LIFE BALANCE, GOOD PAY, AND BENEFITS !!!

Well, here you go...

Company	Similarity Pros	Similarity Cons	Score
VMware	18%	3%	8%
Splunk	16%	1%	7%
Twitter	15%	2%	7%
Dell	18%	5%	6%
Expedia	18%	5%	6%
Adobe	15%	3%	6%
ZS	6%	11%	-2%
Bain&Company	5%	10%	-2%
McKinsey	7%	11%	-2%
Tesla	6%	10%	-2%
BCG	8%	9%	-1%
PwC	9%	10%	-1%

Inputs

Give us an idea of what you want from a company.
Ex - "work-life balance", "culture", "growth"

Analysis

Our recommender system will generate **scores** for each company in our database

Results

Based on the scores we rank the companies and give you top 5 companies that aligns with your aspirations

Bonus – you also get a list of companies that you should avoid

$$\text{Score} = 0.5 * \text{cosine similarity positive review} - 0.5 * \text{cosine similarity negative review}$$



Some additional insights...

Our Recommendations					
Features	Company 1	Company 2	Company 3	Company 4	Company 5
Growth, pay and culture	NVIDIA	Lending-Club	Boeing	Target	ZS
WLB, remote and culture	LinkedIn	Target	Fannie Mae	Lending Club	Prudential Financial
WLB, Pay and benefits	VMware	Splunk	Twitter	Dell	Expedia
All Features	Boeing	Fannie Mae	Lending Club	Prudential Financial	Adobe

Some Exceptions...

1. **E-Commerce/ Retail** (*Benefits and Pay*) - Amazon, Walmart
2. **Consulting** (*Work-Life Balance*) - CGI, IBM Consulting, Slalom
3. **Technology** (*Growth*) - ByteDance, Meta, Tesla, Uber
4. **Fin-tech** (*Benefits*) - Prudential-Financial, Stripe, Fannie-Mae, Truist



Looking forward...

- Adding more granularity to the search features such as “management”, “leadership”, “co-workers”, “travel”, etc.
- Refining the score criteria
- Adding more companies (small and mid-sized)
- Increasing the volume of reviews per company (wherever available)
- Variable importance to user attributes
- Recommendation by job roles