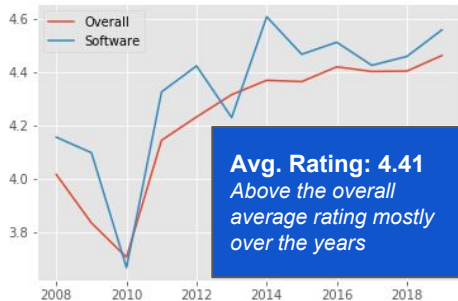
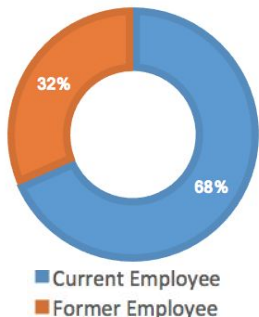


## Why people love to work at Google? VS Why people chose to leave?



- Focused on Software Dept
- Roles: Software Engineer & Software Project Manager
- Total: 1219 reviews  
(Feb. 2008 ~ March 2019)



- Work environment, especially free food
- Great learning opportunities with smart people around
- Amazing benefits and perks

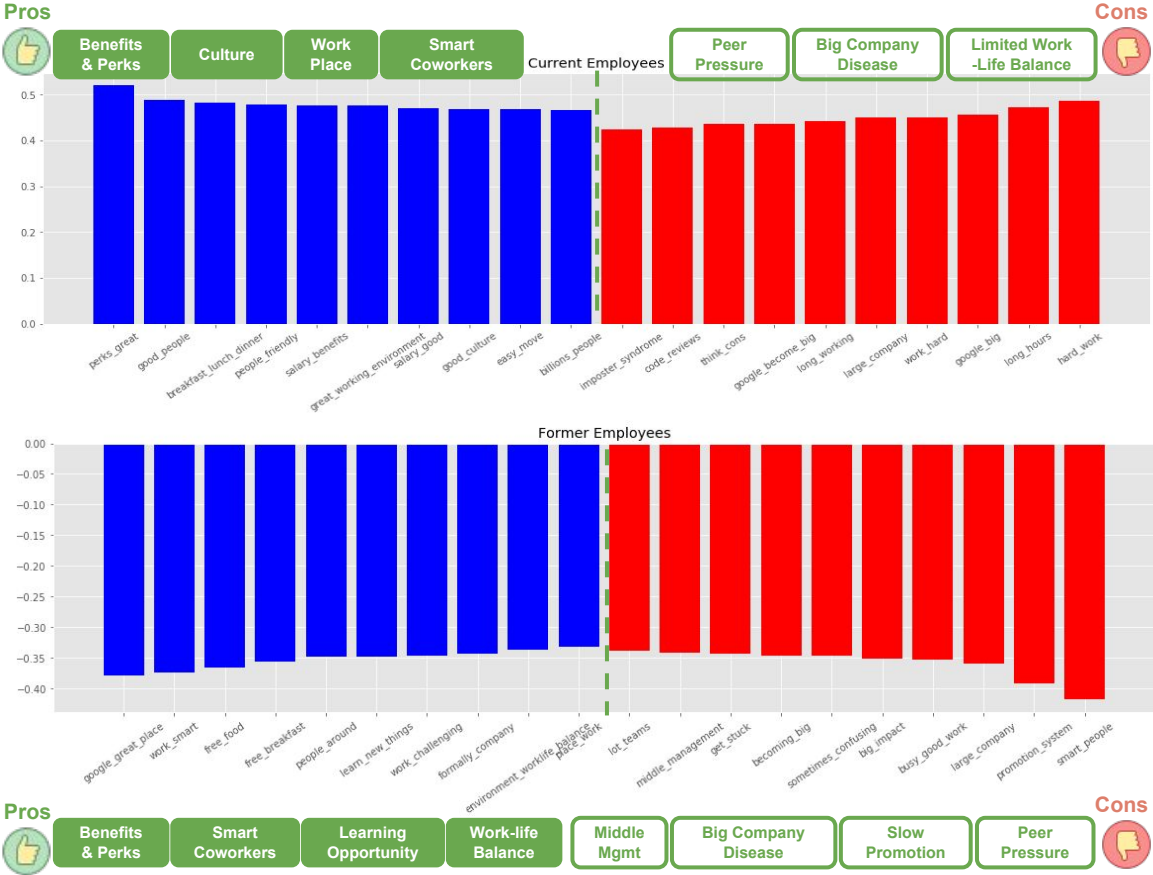


## Top Three Opportunities

- Big Company with chaotic politics
- Limited work-life balance and high stress from work
- Slow career advancement

# Words that Link to Areas of Job Satisfaction & Dissatisfaction

Current Software Employees VS Former Software Employees



## Insights 1:

Smart colleagues and challenging work projects make employees more engaged. However, such circumstances also created negative peer pressure on employees.

**Potential Risk:** Employees are less willing to share their ideas, which would lead to low-quality innovation and high conformity.

**Recommendation:** Offer workshops that help employees to deal with work stress and imposter syndrome in a critical and unbiased way.

## Insights 2:

Employees in Software Department enjoy the engineering-focused culture, but meanwhile they are experiencing the “big company problems” as the organization grows larger.

**Potential Risk:** It could disconnect the company with customers and keep employees from being engaged and taking initiative.

**Recommendation:** Conduct experiments and assessments to identify pain points in daily work, develop targeted metrics and constantly correct practices.