**Predicting Employee Satisfaction Using Financial Performance**

Alexa Canaan

Abstract –

1. **Introduction**
2. **Literature Review**
3. **Data and Summary Statistics**

**Figure 1: Distribution of ROA for Financial Services Companies**



**Figure 2: Distribution of ROE for Financial Services Companies**



**Figure 3: Distribution of GlassDoor Overall Employee Satisfaction Ratings**



**Figure 4: Distribution of GlassDoor Recommend to a Friend Ratings**



**Figure 5: Distribution of GlassDoor CEO Approval Ratings**



|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Mean | SD | Min | Max | N |
| GD\_RATING | 3.59 | 0.31 | 3.00 | 4.50 | 97 |
| REC\_FRIEND | 0.67 | 0.10 | 0.45 | 0.88 | 97 |
| APPROVE\_CEO | 0.82 | 0.12 | 0.49 | 1.00 | 97 |
| ROA | 0.01 | 0.01 | -0.00 | 0.06 | 97 |
| ROE | 0.03 | 0.02 | -0.00 | 0.11 | 97 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Mean | SD | Min | Max | N |
| CASH RATIO | 2.81 | 20.68 | 0.00 | 203.35 | 97 |
| CURRENT RATIO | 7.45 | 27.59 | 0.05 | 215.16 | 97 |
| DEBT EQUITY RATIO | 1.07 | 1.15 | 0.02 | 7.25 | 97 |
| EQUITY MULTIPLIER | 5.87 | 4.39 | 1.24 | 26.50 | 97 |
| NET DEBT EBITDA RATIO | 5.54 | 15.70 | -45.68 | 41.75 | 63 |
| INVENTORY TURNOVER | 13.56 | 53.01 | 0.01 | 299.33 | 32 |
| DAYS' SALES INVENTORY | 3383.33 | 9188.00 | 1.22 | 48612.17 | 32 |
| PROFIT MARGIN | 0.20 | 0.13 | -0.01 | 0.62 | 97 |
| EBITDA SALES RATIO | 0.24 | 0.22 | 0.00 | 0.69 | 97 |
| EPS | 1.65 | 1.45 | -0.14 | 8.38 | 97 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Mean | SD | Min | Max | N |
| IQ\_PROFESSIONAL\_SALARY | 469540.5 | 572370 | 0.00 | 2000000 | 97 |
| IQ\_PROFESSIONAL\_CALCULATED\_COMP | 5913008 | 8294316 | 0.00 | 3.6e+07 | 97 |
| IQ\_PROFESSIONAL\_RESTRICTED\_STOCK\_COMP | 3323075 | 5331114 | 0.00 | 2.9e+07 | 97 |
| IQ\_PROFESSIONAL\_OPTION\_AWARDS | 297488.1 | 821884.2 | 0.00 | 4312489 | 97 |

1. **Methodology**
2. **Regression Output**
3. **Results**
4. **Conclusion**
5. **References**

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