Fortune's 'Best Workplaces in Health Care and Biopharma'

Fortune publishes its list of the best health care workplaces annually, usually in the spring

Assessment Process

Fortune partners with research firm **Great Places to Work** to create the list. For their 2018 list, they surveyed more than 95,000 employees who anonymously answered 50+ survey questions about satisfaction with their company, trust in leadership, and contentment with the work environment.

Great Places to Work also collects demographic and program data from companies, but these have little impact on the overall rankings. To be considered, companies must have at least 10 employees and be "Great Place to Work-certified."

To be certified, companies must:

- Pay the fee, starting at $995;
- Have their employees complete Great Places to Work's Trust Survey (which measures their satisfaction with their company and workplace)
- Obtain scores that meet Great Places to Work's standard benchmarks for employment satisfaction. Results must meet at least a 95% confidence level and a 5% or lower margin of error.

Survey Components

The over 50-question Trust Survey broadly probes the following topics:

Main Focus of Questions
Do employees trust the people they work for?
Are they treated fairly and with respect?
Do they enjoy the people they work with?
Are people proud of their work?
Are great experiences available to everyone, or does it depend upon who you are and what job you perform?
How effective are executives at leading the organization and giving everyone an opportunity to innovate and contribute to the organization's success?
How does the workplace compare to others of a similar size or industry?

List Categories and Winners

The 2018 list divided winners into two categories and included: 30 health care companies and 10 biopharma companies.

Previous years' lists did not divide winners into categories, but ranked all Great Place to Work-certified companies who self-identified as working in health care, pharmaceuticals or biotechnology. All of these companies were combined into a list of the 30 best places to work in the health care industry.

Sources: "Best Workplaces in Health Care & Biopharma 2018." Greatplacestowork.com. Web. 23 May 2018.

advisory.com