

Media Release

For Immediate Release

Singapore's Best Workplaces™ unveiled, along with Asia Pacific research identifying Diversity, Inclusion and Belonging as key to successful teams and organisations

Singapore, 6 November 2019 – The Great Place to Work® Gala Dinner held today announced the 13 companies that have been named Singapore's Best Workplaces™. For the first time, Great Place to Work® certified organisations from around Asia joined the celebration and were recognised alongside other Great Place to Work® and Great Place to Learn™-Certified organisations from Singapore. These included organisations from Vietnam, India, Japan, South Korea and the Middle East. The Gala Dinner was graced by Guest-of-Honour, Mr Heng Swee Keat, Deputy Prime Minister and Minister for Finance. (Please refer to Annex A for the full list of companies for Best Workplaces™ and Great Place to Work®/Great Place to Learn™-Certified organisations who attended the event.)

Celebrating five years since its establishment in Singapore, Great Place to Work®'s core mission is to help companies transform their workplace cultures and create optimum environments where employees are empowered to perform and succeed in achieving organisational goals. Every year, Great Place to Work® recognises organisations with the most exceptional workplace culture practices according to studies conducted using a set of validated tools and proprietary methodology. Through one assessment process, organisations have the opportunity to be recognised in three ways – Great Place to Learn™-Certified, Great Place to Work®-Certified and Singapore's Best Workplaces™. The Great Place to Learn™ certification was launched last year and is jointly offered by Great Place to Work® and SkillsFuture Singapore; while Best Workplaces™ are high-performing companies that have been identified from a larger list of Certified Organisations.

Great Place to Work® has collaborated again for the third year with the Singapore Management University, to conduct a study that surveyed 900 organisations with over 400,000 employee voices represented across eight countries in Asia Pacific. This year's research aimed to dig deeper on the topic of diversity, with a specific focus on gender diversity – making it one of the largest studies in Asia to highlight gender differences. Last year, the study showed that there was a clear and positive link between high levels of 'psychological safety'¹ and a

¹ The survey defines 'psychological safety' in terms of employees' perceptions of a mentally and emotionally healthy workplace, and of leaders' ability to recognise and accept honest mistakes.

strong teamwork culture. It was shown that organisations that have been identified as Best Workplaces™ create a higher level of psychological safety for employees.

Building on the research on psychological safety and its key drivers (behavioural integrity, organisational support and relationship network) – this year’s study found that “Inclusion” and “Belonging” are additional important factors that help to foster teamwork, which contribute to a high-performing culture. It was defined that in inclusive environments, people are fairly treated, valued for who they are, and included in core decision making; while the experience of belonging refers to the perception that an individual has about the connectedness and the feeling that others care about his well-being as an equal part of the group.

Professor Richard R. Smith, Professor of Strategic Management and Deputy Dean for Lee Kong Chian School of Business, Singapore Management University, said, “Research from around the world suggests that diversity can have a positive impact in organisations. However, closing the gender gap is hard work – especially in some parts of Asia where society imposes strong gender expectations. Our Asia-based study shows that we do have a significant gender gap challenge across all Asian countries. The good news is some organisations have been able to close the gap to make a great place to work for women.”

The study showed that in the perception of inclusion and sense of belonging, the male-female gap was narrow for organisations that have been perceived as a great workplace by women. Notably, when female employees feel a sense of belonging, they are nearly twice more likely to feel a sense of psychological safety, and agree that their company is a great place to work. Professor Smith added, “These firms are three times as likely to be identified as Best Workplaces™, which is highly correlated with financial performance. Through this research, we hope to see more organisations step up to the challenge of gender equality in Asia.”

A deeper dive into the gender differences across Asia indicated that women rated their experience poorer than men for both pay and fairness. In most companies however, fewer men perceive that there is a gender gap or that women are treated differently, as compared with women.

The paper also provides practical insights, recommendations and a suggested roadmap that business leaders and senior executives can take to build an inclusive workplace with a sense of belonging. With time, organisations can expect to see positive results in employee engagement, customer satisfaction and revenue growth.

Ms Evelyn Kwek, Managing Director of Great Place to Work[®] Institute Singapore said, “We are pleased to have seven new organisations from various industries that have been recognised in this year’s list of Singapore’s Best Workplaces[™]. The ongoing journey of building a great workplace for all takes time and perseverance, but we hope that the incredible efforts and achievements of these organisations will inspire and encourage more business leaders to build an open culture towards diversity, inclusion and belonging.”

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About Great Place to Work[®] Institute

Great Place to Work[®] is the global authority on workplace culture. Since 1992, we have surveyed more than 100 million employees around the world and used those deep insights to define what makes a great workplace: trust. Great Place to Work helps organisations quantify their culture and produce better business results by creating a high-trust work experience for all employees. Our unparalleled benchmark data is used to recognise Great Place to Work-Certified[™] companies and the Best Workplaces[™] in the US and more than 60 countries, including the 100 Best Companies to Work For[®] and World’s Best list published annually in Fortune. Everything we do is driven by the mission to build a better world by helping every organisation become a Great Place to Work For All[™].

Great Place to Work[®] Institute Singapore established its presence in Singapore since late 2014. Since then, the Singapore office has been the regional hub partnering organisations with operations across the Asia Pacific region.

[Related to the research collaboration] About SMU Lee Kong Chian School of Business (LKCSB)

[Singapore Management University \(SMU\)](#) commenced its curriculum in 2000 with the School of Business, which welcomed its pioneer cohort of students in August 2000. In 2004, the Lee Foundation contributed S\$50 million to SMU in honour of the late Dr Lee Kong Chian, a well-known Southeast Asian businessman, philanthropist and community leader. In recognition of the Lee Foundation’s generosity, SMU named in perpetuity the School of Business, the building and the university-wide scholars programme after Dr Lee Kong Chian.

Today, LKCSB is a dynamic Asian business school with more than 4,000 students and over a hundred full-time faculty members with doctorate degrees from renowned universities such as Cornell, Harvard, INSEAD, London Business School, Wharton, Oxford, Stanford and Yale. The school offers undergraduate, master’s and doctoral programmes and is affiliated with a number of research centres such as the Sim Kee Boon Institute for Financial Economics, the Centre for Marketing Excellence and the Institute for Innovation and Entrepreneurship.

LKCSB is ranked 2nd in Asia and 33rd worldwide in the University of Texas, Dallas rankings 2019 (based on research contributions) and is one of the youngest business schools in the world to have a triple accreditation with the AACSB, EQUIS and AMBA. LKCSB’s [Master of Human Capital Leadership](#) equips senior leaders with knowledge of strategic human capital solutions to meet complex business challenges. Many of the school’s postgraduate programmes are also ranked in the Financial Times Business School Rankings including the Executive MBA (22nd), the MSc in Wealth Management (3rd) and the MSc in Applied Finance (45th). www.business.smu.edu.sg

*Note: *Organisations that have been included in the list for the first time*

2019 Singapore’s Best Workplaces – Medium and Large Workplaces

1. Royal Plaza on Scotts
2. Salesforce
3. DHL Express (Singapore) Pte. Ltd.
4. HubSpot*
5. Grab*
6. FireEye
7. Agilent Technologies Singapore*
8. Aviva Ltd*
9. Micron Technology, Inc.*
10. Adecco Personnel

2019 Singapore’s Best Workplaces – Small Workplaces

1. Hays Specialist Recruitment Pte Ltd Singapore
2. Signify Singapore Pte Ltd*
3. Rackspace*

Great Place to Work®-Certified and Great Place to Learn™-Certified organisations

Note: The list below features organisations that were attendees of the event

No.	Name of Organisation	Country	Great Place to Work®-Certified	Great Place to Learn™-Certified
1.	Adecco Personnel Pte Ltd	Singapore	✓	
2.	Agilent Technologies	Singapore	✓	✓
3.	Amgen Singapore Manufacturing	Singapore		✓
4.	Aviva	Singapore	✓	✓
5.	Baxter Healthcare (Asia) Pte Ltd	Singapore	✓	
6.	DHL Express Singapore	Singapore	✓	✓
7.	FireEye Singapore	Singapore	✓	✓
8.	Grab	Singapore	✓	✓
9.	Hays Singapore	Singapore	✓	✓
10.	HubSpot	Singapore	✓	✓
11.	Micron Semiconductor Asia Operations Pte. Ltd.	Singapore	✓	✓
12.	PROTOCOL Pte Ltd	Singapore	✓	✓
13.	Rackspace Singapore	Singapore	✓	✓
14.	Royal Plaza on Scotts	Singapore	✓	✓
15.	Salesforce	Singapore	✓	✓
16.	Signify Singapore Pte Ltd	Singapore	✓	✓

17.	SIX Singapore	Singapore	✓	✓
18.	Stryker ASEAN Singapore	Singapore	✓	✓
19.	Teledirect	Singapore		✓
20.	The Trade Desk	Singapore	✓	
21.	WWT APJ-Singapore Pte Ltd	Singapore	✓	✓
22.	DHL Worldwide Express (BD) Pvt. Ltd	Bangladesh	✓	
23.	Doyensis	India	✓	
24.	Hikal Limited	India	✓	
25.	SAS Research and Development, India	India	✓	
26.	DHL Express Indonesia/ PT. Birotika Semesta	Indonesia	✓	
27.	WS Audiology	Korea	✓	
28.	SEDCO Holding	KSA (Middle East)	✓	
29.	DHL Express Malaysia & Brunei	Malaysia	✓	
30.	DHL Express New Zealand	New Zealand	✓	
31.	DHL Express Pakistan	Pakistan	✓	
32.	DHL Express (Philippines) Corporation	Philippines	✓	
33.	Synchrony Global Services Philippines, Inc	Philippines	✓	
34.	Teleperformance Philippines	Philippines	✓	
35.	Western Union Services (Philippines) Inc	Philippines	✓	
36.	DHL Express Taiwan	Taiwan	✓	
37.	DHL Express International (Thailand) Ltd.	Thailand	✓	
38.	AIA (Vietnam)	Vietnam	✓	
39.	DHL Express Vietnam	Vietnam	✓	