Aniline Executive Report: Hubspot

Aniline Overall Company Score

52

Work Environment

enefits

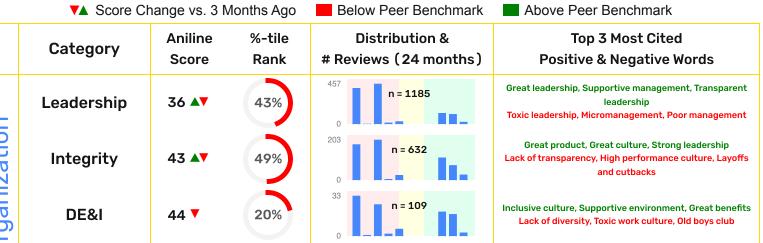
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vs.53 (3 months ago) Hubspot's overall score has changed by -1.89%, indicating overall decreased organizational health. Industry: Data Processing, Hosting, and Related Services

Headcount: 2 247

Total # of Reviews: 6651





Key Insights: HubSpot's employee feedback highlights significant concerns in leadership, integrity, and DEI. Leadership issues include micromanagement, lack of transparency, and a disconnect between management and employees, leading to low morale and high turnover. Integrity concerns focus on a perceived shift towards a high-performance culture at the expense of employee well-being. DEI efforts are seen as inconsistent, with some employees feeling excluded or undervalued.



Great culture, Amazing people, Great product

Toxic culture, High performance culture, Burnout

Growth opportunities, Career growth, Learning opportunities

Internal mobility, Career progression, Hard to promote

Work life balance, Unlimited PTO, Remote work Work life balance, Unlimited PTO, No work life balance

Key Insights: HubSpot's employee feedback highlights a dynamic workplace culture with a strong emphasis on growth and innovation, but also reveals concerns about high performance expectations and work-life balance. While many employees appreciate the supportive culture and career development opportunities, others express dissatisfaction with the fast-paced environment, high turnover, and perceived lack of internal mobility. Balancing these aspects is crucial for maintaining employee satisfaction and organizational health.



Good pay, Great pay, Competitive pay Low pay, High quotas, Below average pay

Great benefits, Good benefits, Amazing benefits

Benefits taken away, Reducing benefits, Benefits lessened

Smooth and pleasant, Great onboarding, Internal hiring Over hiring, Misleading during recruitment, Bad onboarding

Key Insights: HubSpot's employee feedback highlights concerns about compensation and benefits, with many noting that salaries are often below industry standards and benefits have been reduced over time. High quotas and a demanding performance culture contribute to dissatisfaction, despite some positive sentiments about remote work flexibility and a supportive work environment. The most significant themes impacting employee satisfaction are the need for more competitive pay and the preservation of benefits.

Aniline scores are calculated based on tone, frequency, and intensity of employee reviews. All scores start at neutral (50) and move based upon NP contextualization, Aniline Al LLM model sentiment analysis. Scores commensurately increase/decrease from the neutral starting point based upon Aniline Al's 5+ years of training in assessment.





Employee Review Quotes

Leadership

Leadership is my biggest concern, its become very toxic & out of touch.

Caree

Promotions getting increasingly harder and criteria are vague.

Workplace

The speed at which the culture is deteriorating at this company is incredible.

