

Aniline Overall Company Score

52

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



▲ Score Change vs. 3 Months Ago

■ Below Peer Benchmark

■ Above Peer Benchmark

	Category	Aniline Score	%-tile Rank	Distribution & # Reviews (24 months)	Top 3 Most Cited Positive & Negative Words
Organization	Leadership	36 ▲▼	43%	457 n = 1185	Great leadership, Supportive management, Transparent leadership Toxic leadership, Micromanagement, Poor management
	Integrity	43 ▲▼	49%	203 n = 632	Great product, Great culture, Strong leadership Lack of transparency, High performance culture, Layoffs and cutbacks
	DE&I	44 ▼	20%	33 n = 109	Inclusive culture, Supportive environment, Great benefits Lack of diversity, Toxic work culture, Old boys club
	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.				
Work Environment	Workplace	58 ▼	61%	569 n = 2090	Great culture, Amazing people, Great product Toxic culture, High performance culture, Burnout
	Career	53 ▼	39%	333 n = 1019	Growth opportunities, Career growth, Learning opportunities Internal mobility, Career progression, Hard to promote
	Work Life Balance	68 ▲	78%	260 n = 540	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.				
Comp & Benefits	Compensation	51 ▲▼	55%	199 n = 573	Good pay, Great pay, Competitive pay Low pay, High quotas, Below average pay
	Benefits	75 ▲▼	80%	214 n = 442	Great benefits, Good benefits, Amazing benefits Benefits taken away, Reducing benefits, Benefits lessened
	Hiring	37 ▼	16%	25 n = 61	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 AI LLM model sentiment analysis. Scores commensurately increase/decrease from the neutral starting point based upon Aniline AI's 5+ years of training in assessment.

Employee Review Quotes

Leadership

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

Career

Promotions getting increasingly harder and criteria are vague.

Workplace

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

■ Negative
 ■ Neutral
 ■ Positive



