

Aniline Overall Company Score

53

vs.53
(3 months ago)

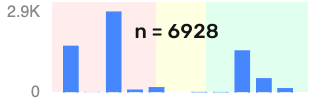
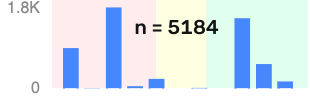
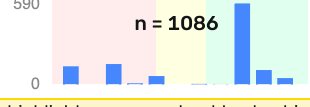
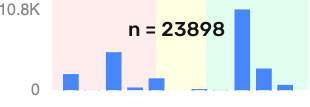
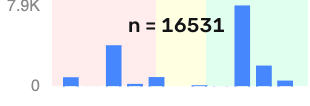
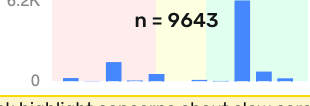
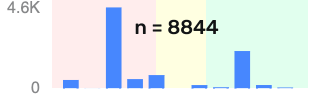
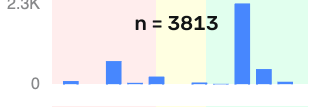
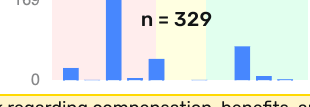
International Business Machines Corporation's overall score has changed by +0%, indicating overall stable organizational...

Industry: Professional, Scientific, and Technical...
Headcount: 10K+
Total # of Reviews: 76256

▼▲ 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	37 ▼	18%		Supportive management, Great leadership, Good management Poor management, Bad management, Micro management
	Integrity	45 ▲▼	28%		Strong ethics, High integrity, Ethical company Lack of integrity, Hypocrisy, Unethical practices
	DE&I	61 ▲▼	96%		Inclusive culture, Diverse workforce, Work life balance Age discrimination, Lack of diversity, Office politics
	Key Insights: The most significant themes in IBM's employee feedback highlight concerns about leadership, integrity, and DEI. Leadership issues include poor management, lack of transparency, and excessive bureaucracy, which contribute to low morale and hinder innovation. Integrity concerns focus on frequent layoffs, cost-cutting measures, and a perceived lack of job security. DEI feedback is mixed, with some positive remarks about inclusivity, but also criticisms regarding favoritism and bias. These issues impact organizational health and employee satisfaction.				
Work Environment	Workplace	59 ▼	69%		Great culture, Good work culture, Good environment Poor management, Toxic culture, Internal politics
	Career	61 ▲▼	79%		Learning opportunities, Career growth, Work life balance Slow promotion, No career growth, Limited opportunities
	Work Life Balance	67 ▲▼	91%		Work life balance, Flexible hours, Remote work Long hours, No work life balance, Work pressure
	Key Insights: The most significant themes from IBM employee feedback highlight concerns about slow career progression, frequent layoffs, and bureaucratic processes, which negatively impact employee satisfaction and organizational health. However, positive aspects include a strong emphasis on work-life balance, flexible work arrangements, and opportunities for learning and development, contributing to a supportive work environment.				
Comp & Benefits	Compensation	41 ▲▼	17%		Good salary, Competitive salary, Good pay Low salary, Less hike, No bonus
	Benefits	67 ▲	83%		Great benefits, Good benefits, Unlimited sick leave No benefits, Less hike, Poor benefits
	Hiring	40 ▲▼	5%		Smooth hiring process, Efficient hiring process, Great onboarding Long hiring process, Slow hiring process, Delayed onboarding
	Key Insights: The most significant themes in IBM's employee feedback regarding compensation, benefits, and hiring practices highlight concerns about low salary increments, slow promotions, and a lack of competitive pay compared to industry standards. While some employees appreciate the benefits and work-life balance, the overall sentiment indicates dissatisfaction with compensation growth and career advancement opportunities, impacting employee satisfaction and organizational health.				

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

Management is not transparent and manipulates employees.

Workplace

Internal politics heavily influence the work environment.

Compensation

Salary increments and promotions are slow.

■ Negative
 ■ Neutral
 ■ Positive

