

Aniline Overall Company Score

46

vs.47
(3 months ago)

Lumen's overall score has changed by -2.13%, indicating overall decreased organizational health.

Industry: Professional, Scientific, and Technical...
Headcount: 10K+
Total # of Reviews: 5214

LUMEN

▲ 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	32 ▼	9%		Great leadership, Supportive management, Good manager Poor management, Bad leadership, Toxic management
	Integrity	30 ▲▼	3%		Great culture, Good salary, Fully transparent Lack of transparency, No job security, Constant layoffs
	DE&I	33 ▼	1%		Diverse experience, Many woman leaders, Treated with respect Lack of diversity, Treated differently, Gender bias
<p>Key Insights: Lumen's employee feedback highlights significant concerns in leadership, integrity, and DEI. Leadership issues include frequent management changes, lack of clear direction, and micromanagement, leading to low morale and job insecurity. Integrity concerns focus on constant restructuring, financial instability, and lack of transparency. DEI feedback indicates insufficient diversity and perceived favoritism, impacting employee satisfaction and organizational health.</p>					
Work Environment	Workplace	53 ▲▼	43%		Great people, Good work culture, Work life balance Toxic culture, Constant layoffs, Stressful environment
	Career	49 ▲▼	16%		Growth opportunities, Work life balance, Great learning No career growth, No clear career path, Limited growth opportunity
	Work Life Balance	69 ▲▼	94%		Work life balance, Remote work, Flexible schedule No work life balance, Heavy workload, Long hours
<p>Key Insights: Lumen's employee feedback highlights a positive work-life balance and supportive workplace culture, with flexibility and remote work options frequently praised. However, significant concerns include limited career advancement opportunities, frequent layoffs, and a toxic work environment, which negatively impact employee morale and job security. Addressing these issues is crucial for improving organizational health and employee satisfaction.</p>					
Comp & Benefits	Compensation	45 ▲▼	27%		Good pay, Great pay, Competitive pay Low pay, No raises, Below market
	Benefits	71 ▲	90%		Great benefits, Good benefits, Work life balance Low pay, Poor benefits, No raises
	Hiring	35 ▲	2%		Easy interview process, Nice interview process, Hired with little experience Hiring freeze, Lack of hiring skills, Refuse to hire
<p>Key Insights: The most significant themes in Lumen's employee feedback are dissatisfaction with compensation and lack of raises, which are frequently cited as below industry standards and not keeping pace with inflation. Additionally, while benefits are generally viewed positively, hiring practices and internal promotions are criticized for inconsistency and lack of transparency, impacting employee satisfaction and organizational health.</p>					

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 changes often as do policies and goals.

Compensation

No raises or bonuses.

Workplace

Toxic environment, disorganized, disingenuous expectations.

■ Negative
 ■ Neutral
 ■ Positive



