

Aniline Overall Company Score

55

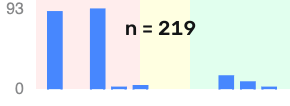
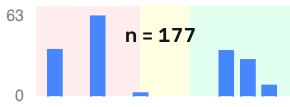
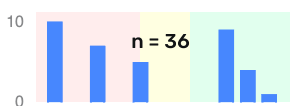
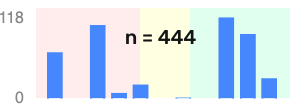
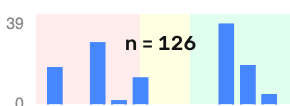
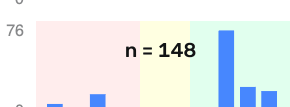
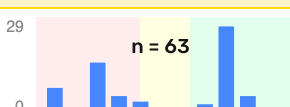
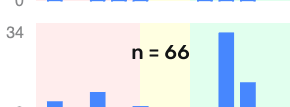
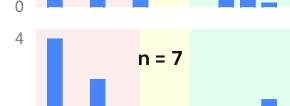
vs. 53
(3 months ago)

GitLab's overall score has changed by +3.77%, indicating overall increased organizational health.

Industry: Professional, Scientific, and Technical...
Headcount: 3 000
Total # of Reviews: 1286



▲ 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	35 ▲	14%		Great leaders, Supportive management, Approachable management Poor management, Micromanagement, Lack of trust
	Integrity	53 ▲	84%		Company values, Great culture, Transparent policies Toxic culture, Core values, Lack of transparency
	DE&I	53 ▲	84%		Diverse culture, Inclusive, Diversity and culture Lack of diversity, Unchecked bias, Blatant sexism
	Key Insights: GitLab's employee feedback highlights significant concerns in leadership, integrity, and DEI. Leadership issues, particularly with middle management, include micromanagement, lack of transparency, and poor communication, leading to employee dissatisfaction. Integrity is praised for transparency and values, but inconsistencies in practice are noted. DEI efforts are seen as superficial, with reports of bias and lack of inclusivity affecting employee morale.				
Work Environment	Workplace	60 ▲	73%		Great culture, Great people, Great product Toxic culture, Remote can be isolating, Micromanagement
	Career	55 ▲▼	55%		Professional growth, Growth opportunities, Career growth Career growth, No promotion, Limited opportunities
	Work Life Balance	71 ▲	95%		Work life balance, Unlimited PTO, Remote work Fully remote, Work life balance, Communication can be challenging
	Key Insights: GitLab's workplace culture is praised for its supportive, remote-friendly environment and strong company values, but concerns about micromanagement, bureaucracy, and a decline in culture due to rapid changes are prevalent. Career opportunities are seen as limited, with challenges in promotion and growth, while work-life balance is generally positive, benefiting from remote work flexibility, though some find it isolating.				
Comp & Benefits	Compensation	55 ▲	85%		Good pay, Competitive pay, Great compensation Compensation could be better, Low compensation, Unfair pay practices
	Benefits	68 ▼	85%		Good benefits, Great benefits, Excellent benefits Decline in benefits, Benefit cuts, Fewer benefits
	Hiring	41 ▲	6%		Well organised, Excellent company culture, Onboarding Hiring has slowed, Hiring standard, Super rough time
	Key Insights: GitLab employees generally appreciate the company's remote work culture, competitive pay, and comprehensive benefits, which contribute positively to employee satisfaction. However, concerns about inconsistent compensation practices, slow promotions, and declining benefits, particularly in certain regions, are significant issues. Additionally, hiring practices and onboarding processes are perceived as challenging, especially for non-technical roles, impacting overall 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

Mismanagement by middle management, lack of trust.

Workplace

Great place to work and surrounded by wonderful people.

Work Life Balance

Great work-life balance.

■ Negative
 ■ Neutral
 ■ Positive

