

## Aniline Overall Company Score

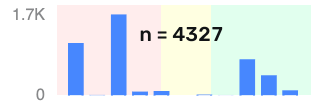
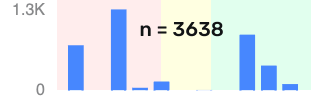
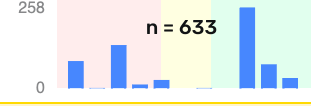
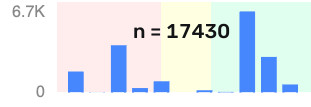
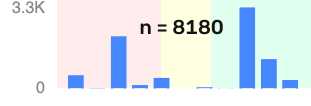
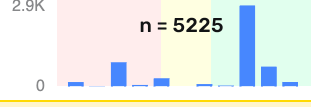
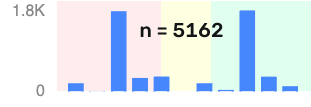
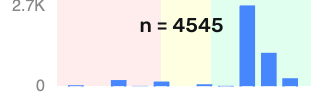
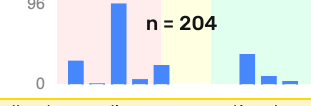
# 55

vs.55  
(3 months ago)

Microsoft's overall score has changed by +0%, indicating overall stable organizational health.

Industry: Professional, Scientific, and Technical...  
Headcount: 10K+  
Total # of Reviews: 49344

▼▲ 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%		Great leadership, Supportive managers, Good management Bad management, Toxic leadership, Poor leadership
	Integrity	42 ▼	20%		Great culture, Good work-life balance, Strong company values Constant reorgs, Lack of transparency, Political environment
	DE&I	55 ▲▼	87%		Inclusive culture, Diverse and inclusive, Great benefits Lack of diversity, Too much politics, Fake diversity
	<b>Key Insights:</b> The most significant themes in Microsoft employee feedback highlight concerns about leadership, integrity, and DEI. Leadership issues include excessive bureaucracy, lack of transparency, and frequent reorganizations, which contribute to employee dissatisfaction and a sense of instability. Integrity concerns focus on perceived job insecurity due to layoffs and a disconnect between stated values and actual practices. DEI feedback is mixed, with some praising the company's efforts, while others criticize perceived tokenism and lack of genuine inclusivity. These themes impact organizational health and employee satisfaction by fostering a culture of...				
Work Environment	Workplace	59 ▼	69%		Great culture, Good work environment, Smart people Too much politics, Toxic environment, High pressure
	Career	60 ▼	76%		Great place to learn, Lots of opportunities, Career growth opportunities Slow career growth, Limited growth opportunities, Hard to get promoted
	Work Life Balance	67 ▲▼	91%		Work life balance, Flexible work hours, Great benefits Long hours, No work life balance, Work life balance is bad
	<b>Key Insights:</b> Microsoft's employee feedback highlights a generally positive workplace culture with opportunities for learning and collaboration, but concerns about internal politics and slow career progression persist. Employees appreciate the work-life balance and flexibility, though some report high workloads and stress. Career growth is often seen as slow, with promotions being competitive and sometimes influenced by internal politics.				
Comp & Benefits	Compensation	54 ▲▼	83%		Good pay, Great pay, Competitive salary Low pay, Less pay, Salary is low
	Benefits	78 ▲▼	99%		Great benefits, Good benefits, Work life balance No free food, Bad management, Benefits getting worse
	Hiring	39 ▲▼	5%		Great people, Good onboarding, Welcoming team Poor onboarding, Hiring freeze, Slow hiring process
	<b>Key Insights:</b> The most significant themes in Microsoft's employee feedback regarding compensation, benefits, and hiring practices highlight concerns about compensation being lower than competitors, slow salary growth, and limited promotion opportunities, which negatively impact employee satisfaction. However, employees appreciate the comprehensive benefits package, including health insurance and work-life balance, which contribute positively to 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

### Workplace

Great culture, good environment, good learning curve.

### Compensation

Low pay compared to competitors.

### Career

Slow career growth and unsuitable for people who gets biased.

■ Negative
 ■ Neutral
 ■ Positive

