

Aniline Overall Company Score

47

vs.46
(3 months ago)

Shopify's overall score has changed by +2.17%, indicating overall increased organizational health.

Industry: Telecommunications

Headcount: 7 500

Total # of Reviews: 8044



▼▲ 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	23 ▲▼	2%	650 n = 1453	Great leadership, Strong leadership, Supportive leadership Poor leadership, Toxic leadership, Terrible leadership
	Integrity	29 ▲▼	4%	431 n = 1056	Great product, Great people, Mission driven Constant layoffs, Lack of transparency, Toxic culture
	DE&I	33 ▼	2%	35 n = 81	Inclusive culture, Diverse culture, Welcoming environment Lack of diversity, Toxic culture, No diversity
	Key Insights: Shopify's employee feedback highlights significant concerns in leadership, integrity, and DEI. Leadership issues include frequent changes, lack of transparency, and micromanagement, leading to low trust and morale. Integrity concerns focus on inconsistent communication and frequent layoffs, creating job insecurity. DEI feedback indicates a need for more diversity and inclusion efforts. These issues impact employee satisfaction and organizational health.				
Work Environment	Workplace	51 ▲▼	36%	689 n = 2454	Great people, Great culture, Amazing people Toxic culture, Constant layoffs, High stress
	Career	48 ▲▼	14%	367 n = 1186	Great place to learn, Career growth, Learning opportunities No job security, Limited career growth, Hard to get promoted
	Work Life Balance	67 ▲▼	88%	358 n = 568	Work from home, Great work life balance, Remote work Work life balance, Long hours, Workload is crazy
	Key Insights: Shopify's workplace culture is marked by a mix of positive and negative sentiments. Employees appreciate the opportunity to work with talented colleagues and the flexibility of remote work, but express concerns about frequent layoffs, a toxic culture, and lack of job security. Career growth is hindered by constant organizational changes and limited advancement opportunities, while work-life balance is challenged by high workloads and stress.				
Comp & Benefits	Compensation	52 ▲▼	75%	226 n = 602	Good pay, Great pay, Competitive salary Low pay, Poor compensation, Not competitive
	Benefits	76 ▲▼	97%	313 n = 600	Great benefits, Good benefits, Work from home Benefits cut, Benefits removed, Perks reduced
	Hiring	42 ▲	8%	21 n = 44	Great people, Easy interview, Best interview process Hiring freeze, Hiring managers, Mass hiring
	Key Insights: The most significant themes from Shopify employee feedback highlight concerns about compensation and benefits. Many employees feel that compensation is not competitive, with frequent mentions of low pay relative to workload and industry standards. Additionally, there is a trend of benefits being reduced over time, which has negatively impacted employee satisfaction. These issues are crucial for organizational health and employee morale, as they directly affect retention and engagement.				

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 fixated on efficiency.

Workplace

Toxic culture and continual layoffs.

Compensation

Pay is way low for the workload.

■ Negative
 ■ Neutral
 ■ Positive



