

# Deloitte.

## Best Company to Work For Survey 2014 Awards

Lead & Develop



**Namibia**



**Deloitte.**

Best Company to Work For  
Lead & Develop

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## Participation – Number of companies

Year	Medium	Large	Total
2011			10
2012	4	6	10
2013	6	5	11
2014	6	9	15











## Participation – Number of employees covered

Year	Medium	Large	Total
2011	948	7 758	8 706
2012	338	6 819	7 157
2013	998	6 053	7 051
2014	944	11 606	12 550

# Employee to Employer Dimension Comparisons

Employment Experience (Performance)					
Dimension	Employee	Employer	Gap	Score Comparisons	
				Employee Mean	Employer Mean
Sense of Confidence	4.19	3.97	0.22		
Job Satisfaction	4.14	3.69	0.45		
Operational Effectiveness	4.07	3.81	0.26		
Manager / Supervisor	3.94	3.69	0.25		
Inclusion	3.94	3.73	0.21		
Ethics & Integrity	3.77	3.59	0.18		
Performance & Recognition	3.73	3.54	0.19		
Work-life balance	3.71	3.72	-0.01		
Career Development	3.58	3.45	0.13		
Remuneration	3.32	3.58	-0.26		
<b>Overall</b>	<b>3.85</b>	<b>3.68</b>	<b>0.17</b>		

# Employee to Employer Dimension Comparisons

Importance (Value)			
Dimension	Employee	Employer	Gap
Job Satisfaction	1	8	7 
Operational Effectiveness	2	2	0 
Sense of Confidence	3	5	2 
Inclusion	4	4	0 
Manager / Supervisor	5	3	-2 
Performance & Recognition	6	6	0 
Ethics & Integrity	7	7	0 
Career Development	8	9	1 
Remuneration	9	1	-8 
Work-life balance	10	10	0 



# STANDARD OF EXCELLENCE ACHIEVERS IN 2014

**Agra Limited**

**MTC**

**MVA Fund of Namibia**

**Ohlthaver & List Group of companies**

**Old Mutual Life Assurance**

**Santam Namibia Limited**

**Trustco group**



# Small Medium Size Company Results

**Third Place – MTC**

**Second Place – MVA Fund of Namibia**

**Winner – Santam Namibia**



# Large Size Company Results

**Third Place – Trustco Group**

**Second Place – Old Mutual Life Assurance**

**Winner – O&L Group of Companies**

