Kenexa® Research Institute Publishes Findings on Employee "Positiveness" Perceptions in Multinational Organizations

The latest research suggests that employees around the world who work for multinational organizations do not necessarily share similar perceptions of their experiences with their employers. Using recently compiled data from 2006 Kenexa® organizational effectiveness surveys on U.S. and European multinationals—that included data on more than 29 million survey item responses—it appears that the employee experience varies from country to country despite companies' attempts to standardize policy and practices and to instill a common organizational culture.

In sharing the results of this research, Jeffrey Saltzman, M.A., said, "Kenexa has an unequaled treasure trove of world-wide employee data that gives us unparalleled insights into organizational culture on a global basis. This business-critical information enables international organizations to better maximize their overall performance."

In the "employee experience" study, Kenexa found that Indonesian employees of U.S. and European multinational organizations top the list of most positive employees at 77%. In contrast, Japanese employees of these multinational organizations report the least favorable perception, at 45%. The worldwide average is 64%.

Saltzman explained, "How we feel about our working environment is influenced by not only our experiences with our employer, but also our local socio-economic standards, desires and customs. For instance, it's ironic that American employees of U.S. and European multinationals share more similarities with Russia in terms of employee positiveness, than with their neighbor to the immediate north, Canada."

Saltzman continued, "Though it is very clear from our research that the fundamentals of what employees around the world desire out of their work environment is very similar, how that environment gets implemented and the perceptions of that implementation varies widely. Multinational organizations are sometimes influenced by myths and differing assumptions of what employees around the world are looking for and how best to meet those needs. This data shows that the perceptions of these implementations are uneven at best."

Study Details

The report is based on the analysis and compilation of data drawn from 3.5 million employees from the 2004-2006 Kenexa organizational effectiveness surveys, which were conducted in U.S. and European multinational companies.

Survey Results

Items were grouped by theme and examined using a 5-point Likert-type scale. The values in the following tables represent the percent of employees who answered, "Strongly agree" or "Agree" (% of Positive Response).

Country	% of Positive Responses
Indonesia	77
Colombia	74
Peru	74
Costa Rica	73
Guatemala	72
Philippines	72
Ukraine	71
Venezuela	70
Bulgaria	70
United Arab Emirates	69
Chile	68
Russian Federation	68
Israel	68
United States of America	67
India	67
Turkey	67
Singapore	67
Dominican Republic	66
Mexico	66
Greece	66
Romania	66
Ireland	66
Switzerland	66
Czech Republic	65
Argentina	64
Thailand	64
Malaysia	64
2006 Average	**64**
New Zealand	63
Slovakia	63
Brazil	62
South Africa	62
Australia	62
Belgium	62
United Kingdom of Great Britain and Northern Ireland	61
Norway	61
Hong Kong Special Administrative Region of China	61
Canada	61
Portugal	60

Country	% of Positive Responses
Germany	59
Italy	59
Denmark	59
Spain	58
The Netherlands	58
Sweden	57
Taiwan	57
China	56
Puerto Rico	55
Hungary	55
France	54
Finland	53
Poland	50
Japan	45

About Kenexa

Kenexa provides business solutions for human resources. We help global organizations multiply business success by identifying the best individuals for every job and fostering optimal work environments for every organization. For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes and expert consulting that help organizations impact positive business outcomes through HR. Kenexa is the only company that offers a comprehensive suite of unified products and services that support the entire employee lifecycle from pre-hire to exit.

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