

Great Place to Work – Competition

(Additional explanations of the award for the internet and the employee newsletter)

„ A Great Place to Work® is a workplace that you trust and are work for, to be proud of what you do and have fun in working together with others)

Robert Levering (1988)
Great Place to Work® Mitbegründer

The competition „Austria’s best employer“ will be awarded by the Great Place to Work® Institute in Austria in cooperation with the media partners “Wirtschaftsblatt” and “Die Presse”.

Hereby the focus is on quality and the attractiveness of companies as an employer.
The study will be conducted in more than 40 countries worldwide.

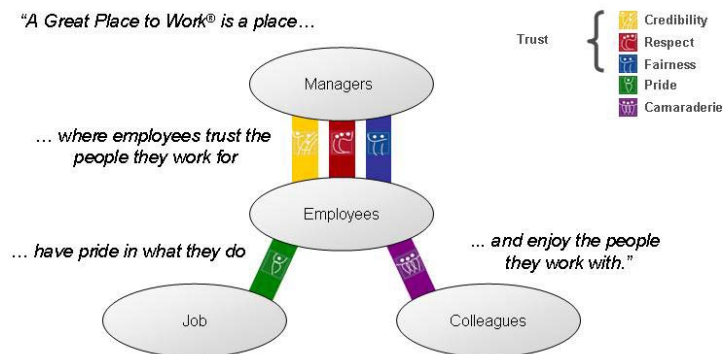
The equipment that will be used for the appraisal of the attractiveness of the employer is based on long-term research of the „Great Place Place to Work® Institute, Inc., USA and its founder Robert Levering.

The pivotal criteria for appraisal of the workplace quality are the relationship quality of the employees to members of the management, co-workers and to their organisation as well as the quality of the personnel measurement.

The relationship quality will be determined by means of the “5 dimensions” of the Great Place to Work® Trust Index© Model. For this there will be an employee satisfaction survey with 59 standardised closed questions.



Trust Index© Model



The Great Place to Work® Model illustrates the relationships of a company which are essential for the workplace quality!

The quality of the personnel measurements will be analysed within the dimensions of a culture audit©.

Hereby it is a matter of a questionnaire, who is addressed to a the human resource department of a company and captures statistical data and operating figures as well as measurements, programmes and concepts within the human resource department of a company that comprises the following 9 areas of excellent human resource-work: hiring and integration, inspiration, information, active listening, acknowledgement, development, showing support, celebration and participation.

In the appraisal of the “top-rankings” the results of the employee satisfaction survey will be integrated by 2/3 and the assessment of the culture audit© by 1/3 into the overall result.

The Austrian results will be published in the beginning of each year (March) in the daily newspaper “WirtschaftsBlatt” as a ranking of the “Austria’s top 25 employers 2010” as well as in the daily newspaper “The Presse”.

Within the scope of the competition “Austria’s best employers 2011” the best employers will be awarded in three different size categories:

- Companies over 250 employees
- Companies from 50 to 250 employees
- Companies from 20 to 49 employees

Moreover there will be four special awards for unique personnel measurements in the following categories:

- Best employer for women
- Best employer for trainees
- Best employer for older people
- Best employer for people with disabilities

The RAG has participated in that competition twice (2008 and 2010) and both times it was able to place itself into Austria’s best employers. To be able to give the opportunity to express their opinions to all employers the survey was laid out as a full survey (2010: 370 questioned employees). The pleasing high return rate from more than 75% shows that it is important to our employees to take part in company matters. The survey results will be evaluated according to location so that it is possible to introduce targeted improvements.