

Business Review Unveils Winners of Great Places to Work Survey

Thirty businesses have been selected from more than 140 nominees as The Business Review's Great Places to Work in the Capital Region.

The winning companies ranged from some big, well-known companies to small businesses.

The Business Review has been surveying employees to identify the companies that are succeeding in retaining and recruiting good people and making them feel engaged in their work. Around 10,000 employees participated in the survey.

Companies needed to reach a specific statistically significant percentage of employee participation to qualify for consideration.

Companies were divided according to the number of employees. Small companies of 10 to 30 employees were in one division, companies with 31 to 50 employees were in another, followed by companies with 51 to 150 employees, 151 to 500 employees, and more than 501 employees.

Employees of each nominated company filled out an online survey that evaluated the company's work environment, then the winners were tabulated. The online survey was administered by Quantum Market Research of Wichita, Kan.

Quantum conducts employment engagement studies and other research for companies all across the United States. Quantum clients include American Express, Raytheon and Honeywell Aerospace.

Quantum used its proprietary software for the Web-based survey.

The surveys included scores of questions that related to nine themes: team effectiveness, retention risk, alignment with goals, trust with co-workers, individual contribution, manager effectiveness, trust in senior leaders, feeling valued, and work engagement.

Employees were asked to respond to such statements as, "I trust the leaders of the organization to get the right course," "The leaders of the organization value people as their most important resource," "My immediate supervisor regularly gives me constructive feedback on my job performance," and "I find my job interesting and challenging."

Each employee was given a code to assure anonymity while they completed the survey via any Internet connection. The anonymity allowed the employees to be especially candid.

The winners were:

(10-30 employees)

Excel Engineering P.C., First Rate Funding, MicroKnowledge Inc., Platform Realty Group LLC, Tully Rinckey PLLC and Zone 5

(31-50 employees)

Albany IVF, Auto. task Inc., "Capital Bauer Insurance Agency, Creighton Manning Engineering LLP, LA Group, and Miranda Real Estate Group

(51-150 employees)

AFLAC New York, Capital Communications Federal Credit Union, Collins + Scoville ArchitectsP.C., First New York FCU, Merrill Lynch and TAG Inc.

(151-500 employees)

Alpin Haus, CapitalCare Medical Group, The College of Saint Rose, Guardian Loan Co., Mapinfo Corp and Sunmark Federal Credit Union

(more than 501 employees)

Albany Medical Center, Capital District YMCA, Community Care Physicians, Glens Falls Hospital, Seton Health System and St. Peter's Health Care Services

The top 30 companies will be celebrated at The Business Review's Great Places to Work luncheon Dec. 8th at The Crowrie Plaza Hotel in downtown Albany. The event will be sponsored by Capital Communications Federal Credit Union .