

Media Release

Embargoed until 30 October 2024, 9.30pm SGT or end of 'Legends' awards presentation, whichever is later

Great Place To Work® Celebrates A Decade Of Exceptional Workplaces In Singapore

Singapore, 30 October 2024 – Great Place To Work® Singapore marked its 10th anniversary at its Best Workplaces in Singapore™ 2024 event with the release of the *Great is Possible: Charting a Decade of Progress in Singapore Workplaces (2015-2024)* insights report. The report highlights the transformation of Singapore's workplaces over the past decade, with a special focus on well-being and mental health. This year's event also introduced the new Legends category, honouring organisations that have consistently made the Best Workplaces™ list for five or more consecutive years.

Held at The Ritz-Carlton, the milestone celebration was graced by Deputy Prime Minister Heng Swee Keat and attended by close to 420 guests, including business leaders and employees from Great Place To Work Certified™ companies.

A Decade of Change in Singapore's Workplaces

Over the past ten years, Great Place To Work has led the way in understanding what makes workplaces thrive in Singapore. Great Place To Work Singapore has administered over 400,000 surveys across nearly 1,000 workplaces from more than 440,000 employees since its establishment in 2015.

In conjunction with its 10th anniversary, Great Place To Work Singapore unveiled the *Great is Possible: Charting a Decade of Progress in Singapore Workplaces (2015-2024)* insights report, which provides a comprehensive analysis of data collected from 2015 to 2024. The report, based on input from approximately 440,000 employees in the Trust Index™ Employee Survey, examines the evolving trends and shifts in workplace culture, leadership, and employee well-being. Key findings include:

- Leadership integrity and psychological safety remain pivotal in fostering positive employee experiences
- Concerns about fairness in compensation and bridging experience gaps across different organisational levels
- Employee trust and satisfaction have been on the rise at Best Workplaces for the past ten years, evidenced by a steady increase in overall Trust Index scores

Spotlight on Employee Well-Being and Burnout

In response to the rising focus on employee burnout and mental health, Great Place To Work also conducted a study on workplace well-being over the past five years in Singapore. Produced in collaboration with Johns Hopkins University's Human Capital Development Lab, *Well-Being At Work: Fostering a Healthy Work Climate For All* examines well-being trends from 2019 to 2024, identifying key factors that influence workplace well-being in Singapore. It draws on data from Great Place To Work's proprietary Trust Index survey, which included insights from over 200 organisations and 40,000 respondents in the critical areas of mental and emotional support, teamwork, psychological safety, and financial stability.

The results revealed significant variations in well-being across several dimensions:

| Age and Gender | Management Levels |
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| <ul style="list-style-type: none"> • Women and younger employees reported lower well-being levels • However, the gender gap narrows among younger generations, suggesting future workforces may experience fewer gender-based disparities. | <ul style="list-style-type: none"> • Senior management reported higher well-being scores, attributed to a sense of purpose, personal growth, and financial stability. |
| Impact of COVID-19 | Importance of Connections |
| <ul style="list-style-type: none"> • The pandemic initially boosted employee well-being as organisations prioritised care for their teams. • A decline in overall well-being levels was observed as businesses returned to traditional work environments. | <ul style="list-style-type: none"> • Strong connections and personal support play a crucial role in fostering a positive work climate. • There are strong correlations between teamwork, psychological safety, and overall well-being. |

Notably, Best Workplaces lead the way in well-being, consistently demonstrating higher employee well-being scores. Many of these companies achieve this through certified mental well-being ambassadors and comprehensive health and wellness programs. However, the success of such initiatives depends on employee perceptions influenced by organisational culture and values, highlighting the need for solutions that align with management practices and HR processes, rather than merely addressing issues superficially.

“Over the past decade, Great Place To Work has witnessed the evolving needs of Singapore's workplaces. Our reports highlight the growing importance of leadership integrity, psychological safety, and employee well-being. Despite the challenges of the past few years, leading organisations have shown that prioritising inclusion and investing in their people is essential for creating thriving work environments. We hope our findings will inspire more organisations to create high-trust, high-performing workplace cultures where everyone can thrive,” shared Ms Evelyn Kwek, Managing Director of Great Place To Work ASEAN and ANZ.

Well-Being At Work is also featured as a dedicated section within the *Great is Possible* insights report. *Great is Possible* and *Well-Being At Work* is attached to this media release.

Looking Ahead: “Great is Possible”

This year's milestone event embraced the theme “Great is Possible,” acknowledging the resilience and innovation of organisations in the face of an ever-changing business climate. A highlight of the 10th anniversary celebration was the introduction of the new Legends category to recognise exceptional companies with an impressive record—having been placed on the Best Workplaces in Singapore List for at least five consecutive years. These Legends stand as models of excellence in what Great looks like in the ever-evolving landscape of the modern workplace.

The inaugural Legends list includes:

- Cisco (5 Years)
- DHL Express (Singapore) Pte Ltd (8 Years)
- HP (5 Years)
- Micron Technology (6 Years)
- Salesforce (10 Years)
- World Wide Technology (5 Years)

CEO Michael C. Bush delivered a keynote address on how businesses can transform into great workplaces by prioritising trust, inclusion, and employee value. He emphasised the necessity of achieving greatness for both the present and future of work, and urged leaders to take actionable steps to create environments where all employees can thrive and drive outstanding business outcomes.

Managing Director of Great Place To Work ASEAN and ANZ, Ms Evelyn Kwek said, “As we celebrate 10 years of the Best Workplaces™ list in Singapore, we are proud to honour our Legends. They have set the standard for what it means to be a truly Great Workplace, and their success shows what organisations can achieve when they put their people first. We hope our list-makers continue to inspire more organisations to reach for Great.”

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About Great Place To Work®

As the global authority on workplace culture, Great Place To Work brings 30 years of ground-breaking research and data to help every place become a great place to work for all. Their proprietary platform and For All™ Model helps companies evaluate the experience of every employee, with exemplary workplaces becoming Great Place To Work Certified or receiving recognition on a coveted Best Workplaces List. Follow Great Place To Work® on [LinkedIn](#), [Facebook](#), and [Instagram](#) or visit greatplacetowork.com.sg to learn more.

About Great Place To Work® Certification

Great Place To Work Certification is the most definitive “employer-of-choice” recognition that companies aspire to achieve. It is the only recognition based entirely on what employees report about their workplace experience – specifically, how consistently they experience a high-trust workplace. Great Place To Work Certification is recognised worldwide by employees and employers alike and is the global benchmark for identifying and recognising outstanding employee experience. Every year, more than 10,000 companies across 97 countries apply to earn Great Place To Work Certification.

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