

Top Workplaces Overview and Methodology

The Los Angeles Times B2B Publishing team is well aware that employees valued by leadership end up caring for each other — and their clients. Those who feel inspired by the companies where they work feel empowered and motivated. Additionally, they share and support the corporate vision. When factors such as diversity, equity, inclusion, communication and transparency from leadership, and true growth opportunities are present at a workplace, great things are bound to happen.

For our first annual celebration of the region's 'Top Workplaces,' LA Times B2B Publishing partnered with DataJoe LLC, a leading national data collection and third party research firm, to develop a workplace survey. We received nominations suggesting private, public, nonprofit and government organizations of all sizes in the SoCal region. These organizations' HR teams were then invited to share the survey with their employee teams.

Employees were asked to answer a series of questions about their employers. The survey covered a variety of essential topics, including diversity, organizational health, engagement, leadership, work-life balance, training, pay, benefits, and corporate social responsibility. Employees then rated their employers with scores ranging from 1 to 7, with a 1 representing "strongly disagree," a 4 representing "neutral" and a 7 reflecting "strongly agree." Employees also were given the opportunity to write anonymous comments on such topics as motivation, referrals of potential employees, retention, leadership, values and ethics, direction and cooperation.

DataJoe then compiled and vetted the data received, creating a workplace satisfaction index used to rank the overall workplace health of participating companies. DataJoe also harnessed the data to build detailed reports for participating companies.

The results of this research program determined finalists in the Southern California area. Based on participation this year, a selection of 65 outstanding employers were honored as best workplaces.

The 65 organizations and employers selected as Best Workplaces in Southern California are honored and listed (in two groups – one for large companies and one for mid-sized and small companies) in this special publication as part of our DEIA Magazine because diversity, equity inclusion and acceptance are distinct factors of excellence in great places to work, according to the employees surveyed for this data. The Best Workplaces program is designed to be an annual free survey and workplace health analysis to identify companies that are creating strong, healthy workplace cultures.