Great Places to Work
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Purpose
As prospective employers, we want to know what kinds of values our employers possess and which of our values they welcome. By researching what to look for in a company before graduating, we will have a better understanding of what a company stands for so we can narrow our search to a place where we can fit in, yet stand out and contribute effectively to our employers’ mission and success. In order to find that perfect company, we looked at several lists of the top 100 companies in the areas where we plan to live upon graduation, then we narrowed down our options to what made each company stand out from other companies in the same industry. We also conducted primary research to find out what qualities potential employees look for in future employers and how current employees view their workplaces.

Companies
Based on our screening, we researched Anadarko Petroleum Corporation, James Avery Craftsman, Children’s Medical Center Dallas, and Morris and Dickson Co., LLC. Our summaries below are based on information from their websites and annual reports.

Anadarko Petroleum Corporation
Anadarko Petroleum Corporation is one of the largest independent oil and natural gas companies in the world. Their corporate offices, located in The Woodlands, Texas offer many valuable services for their employees. These services include: a free in-house doctor, free fitness center, $7,500 per year for continuing education and two three-day weekends as a reward for their employees hard work. In addition, they work hand in hand with the United Way and help build homes for the less fortunate.

James Avery Craftsman
James Avery Craftsman is a family-owned private company that designs, manufactures, and sells jewelry, primarily Christian in theme. The founder, James Avery, started the business in 1954 in Kerrville, Texas. This company offers its employees medical, dental, vision and mail order drug plans as well as generous discounts on their jewelry. In addition, James Avery Craftsman reaches out to the community by providing contributions and support to many areas such as American Red Cross, Special Olympics, and Boys & Girls Clubs of America.

Children’s Medical Center Dallas
Children’s Medical Center Dallas is a private, non-profit hospital, and has been ranked by U.S. News and World report as a “most connected” hospital. It is also the 7th largest pediatric healthcare provider in the nation. Children’s provides excellent benefits for their employees such as 50% discount on outpatient services, 25% discount on inpatient services, and free wellness programs. As a contributor to communities in the Dallas area, Children’s Medical Center hosts a holiday parade every December, established the Safe Kids Coalition, and works with the Immunize Kids! Program.

Morris and Dickson Co., LLC
Morris and Dickson is a wholesale pharmaceutical distributor based in Shreveport, Louisiana. M&D is family owned and is involved in various sectors of the pharmaceutical industry. M&D is also known as one of the country’s oldest and most successful pharmaceutical wholesaler organizations. Unlike other pharmaceutical wholesale companies, M&D’s employees have a passion for their job and enjoy helping the company strive to reach a different level than their competitors. By providing exceptional services to its customers and keeping the business in the family, Morris and Dickson stays competitive in the pharmaceutical and continues to be one of the top contenders in the country.

Research
In order to find out what individuals look for in potential employers, we conducted primary research by surveying fellow SFA students and interviewing adults who work in these industries.

We interviewed numerous working adults and asked them what qualities they looked for in a company. The top findings are as followed: company stability, fair treatment, competitive salary and the opportunity for promotion. In addition, these individuals want the company to be well managed, family oriented and for the company to be previously successful. Although these individuals were asked at different times and work at different companies, they look for several of the same qualities.

We interviewed Shannon, a current Morris and Dickson Co. delivery man about working for this company. Shannon likes the company’s stability and says they are always working hard to provide the best services to their customers. Because M&D is a family owned company, they continue to be one of the top pharmaceutical wholesalers in the country. Even after Shannon was laid off from the other job, M&D welcomed him back even though he had left them for another company. This shows that M&D is not only involved with their customers on a personal level, but their employees as well, which helps them instill trust within their work force.

Discussion
From the results of our secondary research and primary research, we can conclude that people look for many of the same values and qualities in potential employers. These values and qualities seem typical to companies that are considered great places to work. For example, people want a comfortable environment surrounded by good people, whether it is a boss or co-worker. Individuals also want to be respected and show respect to customers. Leadership is also important, but specifically, employees want a company where no one feels superior solely because of their job title. We also believe that people do not necessarily want more days off from work, but enjoy perks such as free fitness and wellness programs. If employees love their jobs, they are more likely to find more ways to get involved within the company and thus make the company more successful.

Even though the companies we chose specialize in different industries, they have similar principles. For example, the companies make an effort to help out in their surrounding communities and reward their employees for their hard work. They also stress the importance of equality by having equal leadership and instill trust within their work force through personal connections. Even though these companies offer a slew of benefits for their employees such as discounts on their products and services, access to a gym and paid vacation days, the beliefs behind the company are what make employees want to stay working there. Although material benefits are nice, treatment of employees and letting employees know that they are contributing to making a company a great place to work.