

# ENTRE 501 Y 3,000 EMPLEADOS



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Los números indican las 10 primeras posiciones en cada uno de los 16 factores.

| POS. | EMPRESA                          | SECTOR                        | N° COLABORADORES | CULTURA ORGANIZACIONAL |            |                         |                      |              |                     |                                  |                            |                                |                        | CLIMA ORGANIZACIONAL |               |                        |                                   |   |                |    |
|------|----------------------------------|-------------------------------|------------------|------------------------|------------|-------------------------|----------------------|--------------|---------------------|----------------------------------|----------------------------|--------------------------------|------------------------|----------------------|---------------|------------------------|-----------------------------------|---|----------------|----|
|      |                                  |                               |                  | Liderazgo              | Resonancia | Cohesión organizacional | Satisfacción laboral | Comunicación | Motivación de logro | Evolución profesional y personal | Políticas y procedimientos | Relación laboral no desgastada | Responsabilidad social | Motivación           | Imparcialidad | Condiciones de trabajo | Organización temporal del trabajo | Condiciones de impulso a la productividad | Compensaciones |    |
| 1    | HOTELES FAIRMONT MÉXICO          | HOTELERÍA Y TURISMO           | 1,957            | 1                      | 1          | 1                       | 1                    | 1            | 2                   | 1                                | 1                          | 1                              | 1                      | 1                    | 2             | 1                      | 1                                 | 1   | 2              | 1  |
| 2    | Mars México                      | Alimentos                     | 2,123            | 2                      | 3          | 2                       | 2                    | 1            | 3                   | 2                                | 2                          | 2                              | 2                      | 1                    | 2             | 2                      | 2                                 | 1   | 2              | 2  |
| 3    | Franklin Electric Linares        | Manufactura                   | 883              | 3                      | 2          | 3                       | 3                    | 3            | 2                   | 3                                | 3                          | 3                              | 3                      | 3                    | 3             | 4                      | 3                                 | 3   | 3              | 4  |
| 4    | Estée Lauder Companies           | Cuidado personal              | 1,412            | 4                      | 4          | 5                       | 4                    | 4            | 4                   | 5                                | 5                          | 4                              | 4                      | 4                    | 4             | 3                      | 4                                 | 4   | 4              | 3  |
| 5    | Johnson & Johnson*               | Servicios de salud            | 1,373            | 5                      | 5          | 4                       | 5                    | 5            | 5                   | 4                                | 4                          | 5                              | 5                      | 5                    | 5             | 5                      | 5                                 | 5   | 5              | 5  |
| 6    | GAP                              | Servicios aeroportuarios      | 799              | 6                      | 6          | 6                       | 7                    | 6            | 6                   | 6                                | 6                          | 6                              | 6                      | 6                    | 7             | 7                      | 6                                 | 6   | 6              | 6  |
| 7    | Praxair México                   | Química y petroquímica        | 2,214            | 8                      | 7          | 7                       | 6                    | 7            | 7                   | 7                                | 7                          | 7                              | 7                      | 7                    | 6             | 8                      | 7                                 | 8   | 7              | 7  |
| 8    | DuPont                           | Ciencia e innovación          | 975              | 7                      | 8          | 8                       | 8                    | 8            | 9                   | 8                                | 8                          | 8                              | 8                      | 8                    | 9             | 6                      | 8                                 | 7   | 8              | 8  |
| 9    | SAP México                       | Tecnología diversificada      | 767              | 9                      | 9          | 9                       | 9                    | 9            | 8                   | 9                                | 9                          | 10                             | 9                      | 9                    | 8             | 9                      | 9                                 | 9   | 9              | 9  |
| 10   | KPMG en México                   | Servicios profesionales       | 2,873            | 10                     | 10         | 10                      | 11                   | 10           | 10                  | 11                               | 10                         | 9                              | 10                     | 10                   | 11            | 10                     | 10                                | 10  | 10             | 10 |
| 11   | Philip Morris México             | Productos de consumo          | 1,706            | 12                     | 11         | 11                      | 10                   | 11           | 11                  | 10                               | 11                         | 11                             | 11                     | 11                   | 10            | 11                     | 11                                | 11  | 11             | 11 |
| 12   | Grupo RUBA                       | Construcción                  | 768              | 11                     | 12         | 12                      | 12                   | 13           | 12                  | 12                               | 12                         | 12                             | 12                     | 12                   | 12            | 12                     | 12                                | 12  | 12             | 12 |
| 13   | SCA México y CA                  | Comercio especializado        | 2,320            | 13                     | 13         | 14                      | 13                   | 12           | 14                  | 13                               | 14                         | 13                             | 13                     | 14                   | 13            | 12                     | 13                                | 13  | 13             | 13 |
| 14   | HDI Seguros                      | Seguros y fianzas             | 1,027            | 14                     | 14         | 13                      | 14                   | 14           | 13                  | 14                               | 13                         | 14                             | 14                     | 13                   | 14            | 14                     | 14                                | 15  | 14             | 14 |
| 15   | Grupo Omnilife-Chivas            | Cuidado personal              | 2,206            | 15                     | 16         | 15                      | 15                   | 16           | 15                  | 15                               | 16                         | 15                             | 15                     | 16                   | 15            | 15                     | 15                                | 14  | 15             | 15 |
| 16   | Grupo Nichos                     | Servicios profesionales       | 511              | 16                     | 15         | 16                      | 17                   | 17           | 16                  | 17                               | 15                         | 16                             | 16                     | 15                   | 16            | 16                     | 17                                | 16  | 17             | 17 |
| 17   | Iké Asistencia México            | Servicios                     | 927              | 18                     | 17         | 18                      | 16                   | 15           | 17                  | 16                               | 17                         | 17                             | 18                     | 17                   | 18            | 17                     | 16                                | 18  | 16             | 16 |
| 18   | EY                               | Servicios profesionales       | 2,545            | 17                     | 18         | 17                      | 18                   | 18           | 18                  | 18                               | 18                         | 20                             | 19                     | 18                   | 17            | 18                     | 18                                | 17  | 19             | 19 |
| 19   | Edenred México                   | Servicios financieros         | 508              | 19                     | 19         | 19                      | 19                   | 22           | 19                  | 19                               | 21                         | 18                             | 17                     | 19                   | 19            | 20                     | 19                                | 19  | 18             | 18 |
| 20   | Grainger México                  | Comercio especializado        | 933              | 20                     | 22         | 20                      | 20                   | 19           | 20                  | 20                               | 19                         | 19                             | 20                     | 21                   | 21            | 19                     | 20                                | 20  | 20             | 20 |
| 21   | Zurich Seguros                   | Seguros y fianzas             | 914              | 21                     | 20         | 21                      | 22                   | 21           | 21                  | 21                               | 20                         | 21                             | 21                     | 20                   | 20            | 21                     | 21                                | 21  | 21             | 21 |
| 22   | Grupo Premier                    | Comercio automotriz           | 1,000            | 22                     | 21         | 22                      | 21                   | 20           | 22                  | 24                               | 24                         | 22                             | 22                     | 22                   | 22            | 22                     | 23                                | 22  | 22             | 22 |
| 23   | Tupperware Brands México         | Comercio especializado        | 1,136            | 23                     | 23         | 24                      | 23                   | 23           | 24                  | 23                               | 22                         | 23                             | 23                     | 24                   | 23            | 23                     | 24                                | 23  | 23             | 23 |
| 24   | Agrana Fruit México              | Alimentos                     | 664              | 24                     | 25         | 23                      | 24                   | 24           | 23                  | 23                               | 22                         | 26                             | 24                     | 25                   | 24            | 22                     | 24                                | 24  | 24             | 24 |
| 25   | Las Brisas Hotel Collection      | Hotelería y turismo           | 1,908            | 25                     | 24         | 25                      | 25                   | 26           | 25                  | 26                               | 25                         | 24                             | 26                     | 23                   | 25            | 26                     | 25                                | 25  | 25             | 25 |
| 26   | DHL Express México               | Logística y transporte        | 1,177            | 26                     | 27         | 26                      | 27                   | 25           | 26                  | 25                               | 26                         | 25                             | 25                     | 26                   | 26            | 25                     | 26                                | 26  | 26             | 26 |
| 27   | Grupo Dolphin Discovery          | Entretenimiento               | 1,172            | 29                     | 26         | 27                      | 26                   | 27           | 27                  | 27                               | 28                         | 27                             | 27                     | 29                   | 28            | 27                     | 29                                | 28  | 27             | 27 |
| 28   | Central                          | Servicios de estacionamiento  | 1,709            | 27                     | 28         | 28                      | 28                   | 28           | 28                  | 28                               | 27                         | 28                             | 30                     | 27                   | 27            | 28                     | 30                                | 27  | 29             | 29 |
| 29   | MetLife México                   | Seguros y fianzas             | 1,286            | 28                     | 29         | 29                      | 29                   | 29           | 29                  | 29                               | 29                         | 29                             | 29                     | 30                   | 29            | 29                     | 27                                | 29  | 28             | 28 |
| 30   | Salles, Sainz-Grant Thornton     | Servicios profesionales       | 740              | 30                     | 30         | 30                      | 30                   | 30           | 31                  | 32                               | 31                         | 31                             | 28                     | 28                   | 32            | 31                     | 28                                | 30  | 30             | 30 |
| 31   | ManpowerGroup                    | Servicios profesionales       | 1,260            | 31                     | 33         | 31                      | 31                   | 32           | 30                  | 31                               | 32                         | 30                             | 31                     | 31                   | 30            | 31                     | 31                                | 31  | 31             | 31 |
| 32   | CompuCom                         | Tecnologías de la información | 1,242            | 32                     | 32         | 32                      | 35                   | 34           | 32                  | 30                               | 30                         | 34                             | 32                     | 33                   | 33            | 32                     | 32                                | 33  | 32             | 32 |
| 33   | NH Hotel Group México            | Hotelería y turismo           | 743              | 36                     | 31         | 33                      | 33                   | 31           | 33                  | 33                               | 34                         | 32                             | 33                     | 37                   | 30            | 33                     | 34                                | 34  | 34             | 34 |
| 34   | Sports World                     | Cuidado personal              | 1,688            | 33                     | 34         | 35                      | 32                   | 35           | 35                  | 34                               | 33                         | 36                             | 37                     | 34                   | 35            | 34                     | 33                                | 32  | 33             | 33 |
| 35   | Grupo Hotelero Santa Fe          | Hotelería y turismo           | 2,196            | 34                     | 35         | 34                      | 34                   | 36           | 34                  | 36                               | 36                         | 35                             | 35                     | 32                   | 38            | 35                     | 35                                | 35  | 36             | 36 |
| 36   | Instituto Thomas Jefferson       | Servicios educativos          | 996              | 35                     | 36         | 36                      | 36                   | 33           | 38                  | 35                               | 35                         | 33                             | 36                     | 36                   | 36            | 36                     | 36                                | 36  | 35             | 35 |
| 37   | FULLER Beauty Cosmetics          | Cuidado personal              | 1,272            | 37                     | 37         | 38                      | 37                   | 38           | 37                  | 37                               | 38                         | 37                             | 34                     | 35                   | 37            | 37                     | 37                                | 37  | 37             | 37 |
| 38   | Hoteles Grand Palladium México** | Hotelería y turismo           | 2,326            | 39                     | 38         | 37                      | 38                   | 39           | 36                  | 38                               | 37                         | 39                             | 38                     | 38                   | 34            | 39                     | 38                                | 38  | 39             | 39 |
| 39   | WEG México                       | Equipo eléctrico              | 904              | 38                     | 39         | 39                      | 40                   | 37           | 39                  | 39                               | 40                         | 38                             | 40                     | 41                   | 40            | 38                     | 39                                | 40  | 40             | 40 |
| 40   | Grupo Perc                       | Servicio de energéticos       | 716              | 40                     | 40         | 40                      | 39                   | 41           | 41                  | 40                               | 41                         | 42                             | 39                     | 39                   | 41            | 40                     | 40                                | 39  | 38             | 38 |
| 41   | Nexteer Automotive               | Automotriz y autopartes       | 1,594            | 41                     | 41         | 42                      | 41                   | 40           | 42                  | 43                               | 39                         | 44                             | 43                     | 42                   | 39            | 44                     | 42                                | 41  | 41             | 41 |
| 42   | Trucka                           | Transporte terrestre          | 954              | 42                     | 42         | 41                      | 42                   | 42           | 40                  | 44                               | 42                         | 43                             | 42                     | 43                   | 42            | 46                     | 45                                | 42  | 43             | 43 |
| 43   | Sodexo México On-Site Services   | Servicios                     | 2,918            | 43                     | 43         | 43                      | 45                   | 45           | 43                  | 41                               | 43                         | 40                             | 41                     | 40                   | 43            | 45                     | 46                                | 45  | 42             | 42 |
| 44   | PetStar                          | Industria del reciclaje       | 966              | 44                     | 45         | 44                      | 46                   | 43           | 44                  | 45                               | 45                         | 41                             | 44                     | 44                   | 45            | 41                     | 41                                | 44  | 44             | 44 |
| 45   | Praxis                           | Computación y servicios       | 820              | 45                     | 44         | 46                      | 44                   | 44           | 46                  | 42                               | 44                         | 45                             | 46                     | 45                   | 44            | 47                     | 43                                | 48  | 46             | 46 |
| 46   | Fresenius Medical Care           | Química farmacéutica          | 1,915            | 47                     | 46         | 45                      | 43                   | 47           | 48                  | 46                               | 46                         | 46                             | 45                     | 48                   | 47            | 42                     | 47                                | 43  | 45             | 45 |
| 47   | Herbalife                        | Cuidado personal              | 828              | 48                     | 47         | 47                      | 47                   | 46           | 45                  | 47                               | 48                         | 47                             | 47                     | 46                   | 49            | 48                     | 44                                | 47  | 47             | 47 |
| 48   | ONEST Logistics                  | Logística y transporte        | 1,930            | 46                     | 48         | 48                      | 48                   | 48           | 47                  | 48                               | 47                         | 48                             | 48                     | 47                   | 46            | 43                     | 48                                | 50  | 50             | 50 |
| 49   | BRP Querétaro                    | Servicios profesionales       | 935              | 49                     | 49         | 49                      | 49                   | 49           | 49                  | 49                               | 49                         | 49                             | 49                     | 49                   | 52            | 49                     | 52                                | 49  | 48             | 48 |

\*J&J México, Janssen, J&J Consumo, J&J Medical.

\*\*Grand Palladium Vallarta Resort and Spa & The Royal Suites Punta de Mita y Grand Palladium Riviera Maya Resort and Spa & The Royal Suites Yucatán.

| POS. | EMPRESA                    | SECTOR                  | N° COLABORADORES | CULTURA ORGANIZACIONAL |            |                         |                      |              |                     |                                  |                            |                                |                        | CLIMA ORGANIZACIONAL |               |                        |                                   |   |                |    |    |    |    |    |
|------|----------------------------|-------------------------|------------------|------------------------|------------|-------------------------|----------------------|--------------|---------------------|----------------------------------|----------------------------|--------------------------------|------------------------|----------------------|---------------|------------------------|-----------------------------------|---|----------------|----|----|----|----|----|
|      |                            |                         |                  | Liderazgo              | Resonancia | Cohesión organizacional | Satisfacción laboral | Comunicación | Motivación de logro | Evolución profesional y personal | Políticas y procedimientos | Relación laboral no desgastada | Responsabilidad social | Motivación           | Imparcialidad | Condiciones de trabajo | Organización temporal del trabajo | Condiciones de impulso a la productividad | Compensaciones |    |    |    |    |    |
| 50   | Gas Natural Fenosa         | Petróleo y gas          | 995              | 50                     | 50         | 51                      | 50                   | 50           | 50                  | 52                               | 51                         | 51                             | 53                     | 53                   | 50            | 52                     | 52                                | 50  | 50             | 48 | 50 | 53 | 46 | 51 |
| 51   | INTERCAM Grupo Financiero  | Servicios financieros   | 1,877            | 53                     | 52         | 53                      | 51                   | 51           | 53                  | 53                               | 50                         | 52                             | 52                     | 50                   | 52            | 52                     | 50                                | 50  | 51             | 49 | 52 | 49 | 52 | 49 |
| 52   | Fibra Inn                  | Hotelería y turismo     | 1,187            | 51                     | 53         | 52                      | 52                   | 52           | 50                  | 52                               | 50                         | 50                             | 54                     | 53                   | 54            | 53                     | 51                                | 55  | 50             | 51 | 54 | 52 | 54 | 52 |
| 53   | Tienda de Descuento Arteli | Comercio autoservicios  | 1,912            | 56                     | 51         | 54                      | 56                   | 53           | 51                  | 51                               | 55                         | 53                             | 54                     | 53                   | 51            | 55                     | 50                                | 51  | 53             | 50 | 51 | 53 | 53 | 53 |
| 54   | Havas Media Group          | Medios                  | 818              | 54                     | 56         | 50                      | 54                   | 55           | 54                  | 55                               | 53                         | 54                             | 51                     | 52                   | 54            | 53                     | 56                                | 53  | 56             | 53 | 56 | 56 | 56 | 56 |
| 55   | EVERIS México              | Servicios profesionales | 700              | 52                     | 57         | 55                      | 53                   | 54           | 56                  | 54                               | 56                         | 57                             | 55                     | 55                   | 55            | 52                     | 54                                | 55  | 57             | 54 | 55 | 57 | 57 | 57 |
| 56   | REDPACK                    | Logística y transporte  | 1,371            | 55                     | 54         | 57                      | 55                   | 58           | 55                  | 56                               | 54                         | 55                             | 56                     | 56                   | 58            | 56                     | 56                                | 55  | 57             | 54 | 55 | 57 | 54 | 54 |
| 57   | Suspensión y Dirección     | Comercio especializado  | 735              | 58                     | 55         | 56                      | 57                   | 59           | 57                  | 57                               | 57                         | 56                             | 58                     | 58                   | 56            | 58                     | 56                                | 57  | 57             | 58 | 55 | 57 | 54 | 54 |
| 58   | Grupo Dormimundo           | Comercio especializado  | 766              | 57                     | 58         | 59                      | 59                   | 57           | 58                  | 58                               | 58                         | 58                             | 58                     | 57                   | 57            | 57                     | 59                                | 56  | 58             | 58 | 58 | 58 | 58 | 58 |
| 59   | Bticino                    | Eléctrico-electrónico   | 885              | 59                     | 60         | 58                      | 58                   | 56           | 59                  | 61                               | 59                         | 60                             | 59                     | 60                   | 59            | 60                     | 59                                | 60  | 59             | 58 | 58 | 59 | 59 | 59 |
| 60   | BDO Castillo Miranda       | Servicios profesionales | 508              | 60                     | 59         | 60                      | 60                   | 60           | 60                  | 59                               | 61                         | 59                             | 61                     | 59                   | 61            | 60                     | 60                                | 61  | 60             | 60 | 61 | 60 | 60 | 60 |
| 61   | Acuática Nelson Vargas***  | Cuidado personal        | 966              | 61                     | 61         | 61                      | 61                   | 61           | 61                  | 60                               | 60                         | 61                             | 60                     | 61                   | 60            | 61                     | 60                                | 61  | 60             | 61 | 61 | 60 | 61 | 61 |

\*\*\*Acuática Nelson Vargas Familyfitness.