3.0

★ ★ ★ ★ ★

Huidige werknemer - Software Engineer in Eindhoven
Aanbevolen
Neutraal vooruitzicht
Goedkeurende mening over directeur

Ik werk voltijd bij TomTom voor meer dan een jaar

Pluspunten

Flexible working hours and a relaxed environment. Like a start-up with corporate management pipelines. All levels of management is usually accessible to communicate (But I cant promise to you that they are going to solve your problem. They are usually good on saying things that you want to hear. Thats all). Good facility management. Technologies and development pipelines are flexible. There is a room to make experiments but usually there isn't much time.

Minpunten

Salaries are low. Promotions are usually not merit based and highly dependent to managers and personal relations. Managers usually doesn't know what you are doing or how good/bad you are performing. Too much principle, expert and senior level employees who are usually surprising you with their poor work performance and knowledge. Reinventing the wheel over and over again for each project. Long time employees are usually managers and they are supporting each other rather than growing and promoting new people, or solving problems between teams or individuals. Especially if one of those individuals is a long time employee as well, no matter what he will be always right.

Advies aan management

Make a concrete growth plan for your employees and inform them on their status. Standardise titles, pay grades and their requirements. Make them transparent. Hire more capable managers and supervise their work. Invent more.