

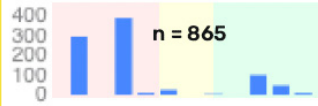
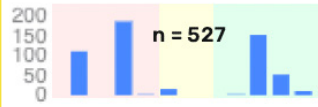
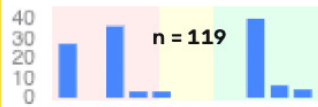
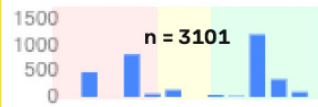
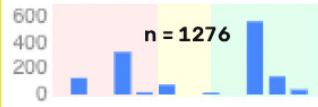
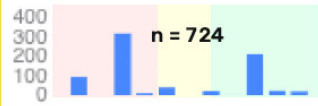
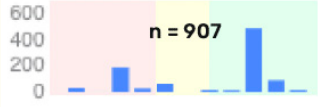
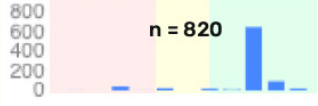
Aniline Overall Company Score¹
49 vs. 49
 (3 months ago)

ByteDance's overall score changed by -2%, indicating overall decreased organizational health over the past 3 months.

Industry: Telecommunications
 Headcount: 7K-10K
 Total # of Reviews: 8364
www.bytedance.com



▼▲ Score Change vs. 3 Months Ago ■ Below Peer Benchmark ■ Above Peer Benchmark

	Category	Aniline Score	%-tile Rank	Distribution & # Reviews (24 months)	Top Most Cited Positive & Negative Words
Organization	Leadership	28 ▼	6%		Supportive; Nice; Great Poor; Toxic; Micromangement
	Integrity	42 ▼	28%		Open; Respectful; Good culture Lack of transparency; Unfair treatment; Bias
	DE&I	43 ▲	11%		Diverse; Supportive; LGBTQ friendly Language barrier; Discrimination; Chinese dominance
	Aniline Smart Brief Excerpts: ByteDance employee feedback highlights significant issues in leadership, integrity, and DEI. Leadership is criticized for frequent changes, lack of vision, and favoritism, impacting stability and employee morale. Integrity concerns include a lack of transparency and unrealistic KPIs. DEI issues focus on favoritism towards Chinese employees and language barriers, affecting inclusivity and equity.				
Work Environment	Workplace	51 ▼▲	36%		Supportive team; Friendly coworkers; Advanced tech High pressure; Long hours; Favoritism
	Career	57 ▼	77%		Growth opportunities; Learning and training; Career development High pressure; Poor management; No career growth
	Work Life Balance	42 ▲	3%		Flexible; Good environment; Hybrid Long hours; Heavy workload; No work-life balance
	Aniline Smart Brief Excerpts: ByteDance employees frequently mention long working hours and high pressure, which negatively impact work-life balance and contribute to stress and burnout. Career growth is often seen as limited, with promotions being difficult to achieve. Despite these challenges, many employees appreciate the dynamic work environment, opportunities for learning, and supportive colleagues, which contribute positively to the workplace culture.				
Comp & Benefits	Compensation	64 ▲	97%		High salary; Annual bonus; Competitive Low salary; No increment; Poor bonus structure
	Benefits	74 ▼▲	93%		Good Benefits; Free meals; Health insurance Benefits reducing; Mediocre
	Hiring	38 ▲	5%		Fast-paced; Talented team; Learning opportunities Misleading job descriptions; Language barrier; Frequent reorganizations
	Aniline Smart Brief Excerpts: ByteDance employees frequently highlight competitive salaries and comprehensive benefits, including free meals and health insurance, as positive aspects. However, concerns about limited salary increments, long working hours, and high-pressure environments are prevalent, impacting employee satisfaction and work-life balance. These issues suggest a need for improved compensation growth and workload management to enhance organizational health.				

¹ Aniline scores are calculated based on tone, frequency, and intensity of employee reviews. All scores start at neutral (50) and move based upon NLP contextualization, Aniline AI LLM model sentiment analysis. Scores commensurately increase/decrease from the neutral starting point based upon Aniline AI's 5+ years of training in assessment.

Employee Review Sentiment Distribution

Employee Review Quotes

Leadership

"You might be lucky and find a pocket of good leadership to work under, but the entire place lacks strategic discipline, vision and leadership."

Workplace

"The company culture lacks a sense of human care and belonging, which can lead to employee burnout.."

Integrity

"Unethical, unprofessional company, exploitation of work laws until their maximum."

■ Negative
 ■ Neutral
 ■ Positive

