

Aniline Overall Company Score¹

44 vs. 46
(3 months ago)

SCMI's "A" Score decreased by ~4%, indicating decreased organizational health over the past 3 months.

Industry: Professional, Scientific, and Technical Services

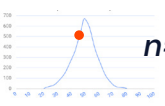


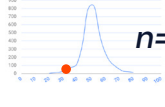
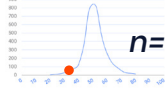
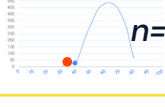
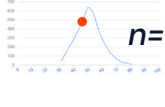
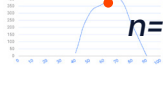

Headcount: 1000–5000

Total # of Reviews: 1289

www.supermicro.com (SCMI)



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

	Category	Aniline Score	Perc-entile	Distribution & # Reviews (24 months)	Top 3 Most Cited Positive & Negative Words
Leadership	Management	31 ▲	6%	 n= 211	Supportive, Mentor, Encouraging Micromanagement, Toxic, Incompetent
	Integrity	46 ▲	33%	 n= 158	Innovative, Growth, Supportive employer Lack of accountability, Backstabbing, Micromanagement
	Career Opportunities	55 ▲	50%	 n= 170	Learning opportunities, Good stepping stone, Job security No upward mobility, Overwork, Toxic work environment
Work Environment	Workplace	40 ▲	2%	 n= 437	Friendly, Good environment, Great team Toxic, Long Hours, Poor management
	DE&I	33 ▼▲	2%	 n= 33	Kind coworkers, Mentorship, Inclusive Discrimination, Lack of diversity, Favoritism
	Work Life Balance	39 ▼	3%	 n= 86	Flexible hours, WLB is possible, Supportive team Overtime, No work-life balance, Micromanaged
Comp & Benefits	Compensation	45 ▲	29%	 n= 95	Competitive salary, Stock options, Bonuses Low pay, No raises/poor raises, Overtime without compensation
	Benefits	63 ▲	73%	 n= 94	Free meals, Good health insurance, Gifts No 401k match, Below average benefits, Limited wellness benefits
	Hiring/ On-Boarding	45 ▼▲	11%	 n= 5	Great people, Learning opportunities, Growth High turnover, Favoritism, No training

Key Insights

High Employee Turnover & Limited Growth Opportunities: A recurring theme in the employee opinions is the high turnover rate at Supermicro. It indicates dissatisfaction among employees, leading to a loss of valuable skills and knowledge, and suggests a lack of opportunities for career advancement, which can demotivate employees and affect their performance. High turnover can also lead to increased recruitment and training costs, impacting the company's bottom line.

Micromanagement and Poor Leadership: Another major concern is the perceived micromanagement and poor leadership within the company. Employees have expressed dissatisfaction with the management style. Micromanagement can lead to a lack of autonomy and creativity among employees, negatively impacting their job satisfaction and productivity. Also, poor leadership can result in a lack of clear direction and strategy, leading to inefficiencies and a lack of progress towards the company's goals.

Toxic Work Culture and Stressful Environment: The work culture at Supermicro is often described as toxic and stressful, affecting employee morale and productivity. A stressful work environment can also lead to health issues among employees, as one employee stated, "This place has caused health issues for many people including me." A toxic work culture can also contribute to the high employee turnover mentioned earlier.

¹ Aniline scores are calculated based on tone, frequency, and intensity of employee reviews. All scores start at neutral (50) and move based upon NP 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.