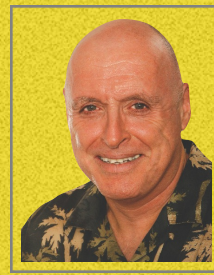


# THE EXTRA POINT

BY JERRY ROBERTS



## # 1745 Comparing Large vs. Small Employers – Part 1

Is it better to work for a big organization than for a small one? Most of our listeners have likely already made their decision for the size of organization they'll be with during their career. So, today's commentary is for those who haven't yet done that, or are considering a change, or maybe have kids coming out of school who are headed for the workforce. I'm Jerry Roberts, and do we go big or small, that's coming next on The Extra Point.

Choosing between a large organization and a small business can significantly impact an employee's career experience.

Each option offers unique benefits and drawbacks that cater to different work styles and personal preferences. We'll go for the benefits today and cover the potential drawbacks tomorrow.

These are not in any particular order.

1. Stability. Large organizations often provide greater job security due to their established presence in the market. Size is often taken as a guarantee of strength and the ability to withstand whatever the market throws at it. If you stay out of trouble, you'll have a job.

Smaller employers may get tossed around in rough economic seas. Much will depend upon the talent of leadership and how well the finances are maintained.

2. Compensation. Big organizations usually win the salary battles. If they want someone and the key issue is money, they have the advantage. It's the same with benefits. The smaller companies have trouble competing.

3. Resources. It isn't always the case, but large organizations typically have more resources or have the ability to acquire them. On the other hand, smaller firms may be able to react quicker when something is needed.

4. Career opportunities. Larger firms usually have more options. Besides advancement,

there may be multiple career paths possible. There will generally be more training dollars available.

In smaller organizations, a step up may come with greater responsibility and more impact. Another factor is that when someone moves up in a smaller environment, sooner or later they may catch the attention of leaders in the large employer category.

Small operators, myself included, can tell you stories of how the big employers poached talent, making offers that couldn't be matched.

5. Overall activity. Larger employers are likely to have more going on than the smaller firms. It isn't always the case, especially when you're with a highly aggressive small company.

So far, you might think that the playing field is tilted in favor of the big guys. Let's see if that changes as we move on.

6. Company culture. Small businesses often have a close-knit culture where employees feel strong bonds with each other. Larger employers with hundreds of workers often struggle with culture and relationships.

7. Wearing multiple hats. Employees in small organizations often wear often have to take on a variety of roles. If a particular worker likes that kind of diversity in their job, choosing the small company may be the better choice.

8. Flexibility and adaptability. Here's where the small guys usually shine. They can typically offer more flexibility in work arrangements, and that's a big deal for a lot of job seekers today — especially in the younger age groups.

If you want more flexibility and you're okay with making a little less money and perhaps fewer benefits, then the smaller route may be the best.

(Con't.)

Tomorrow, we'll grab a look at possible drawbacks for both larger and smaller employers.

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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