





The best IT company in Ukraine ₂₀₁₀

Methodology, contestants, results

The rating was held in September–October 2010, organised by developers.org.ua.

About

The rating tries to compare and rank Ukrainian companies that provide software development and outsourcing services.

The purpose of the rating is two-fold. Firstly, it provides employers with valuable data as for how their employees view them, compared to other companies. Such benchmarking is very important for companies to stay competitive and move forward. Secondly, it gives insights about the market in general which is badly needed by companies as well as their business partners, clients and media.

The rating was held in September–October 2010 by developers.org.ua.

Contents



Methodology	7
Contestants	8
Nominations	9
Winners	10
Results by cities	11
The best in class	12
Employee's portrait	13
Employee's answers	14
Employee's values	15
Summary	16
Personal analytics	17
Further actions	18
Contact information	19
Thank you	20

Methodology

Employees rate their employer by answering questions of the online survey. Each question has a score. A total score of a company is calculated as a sum of individual scores.



Contestants

20 companies, 25 offices from 9 Ukrainian cities took part in the rating.
2649 surveys have been processed by 10 criteria.



Nominations

The official company rating has three nominations: less than 50 engineers, 50... 200 engineers, more than 200 engineers. For companies that have offices in several location total score was averaged between offices.

In addition to these official nominations we have determined the best companies by cities and by specific survey questions: salaries, career opportunities, perks and benefits, team and colleagues.

More than 200 engineers: Ciklum, ELEKS Software, GlobalLogic Ukraine, Infopulse, Luxoft Ukraine, Materialise.

50 ... 200: Archer Software, Cogniance, DataArt, Intellias, Intetics, Magento, Serena Software, Sitecore Ukraine.

Less than 50: Binary Studio, Grid Dynamics, Initto, Kuadriga, Railware LLC, SDL Tridion Development Lab Ukraine

Winners

The best 5 companies in each nomination.

	More than 200 engineers		50 ... 200		Less than 50	
I	Ciklum	15.81	Sitecore Ukraine	17.61	Initto	18.23
II	Luxoft Ukraine	15.61	Cogniance	17.49	Kuadriga	17.88
III	Infopulse	15.56	Serena Software	17.41	Railsware LLC	16.54
IV	Materialise	14.85	DataArt	17.04	Grid Dynamics	16.26
V	ELEKS Software	14.77	Magento	16.57	SDL Tridion Development Lab Ukraine	15.80

The highest possible score – 22

Results by cities

Every company's location counts separately.

Kyiv			Kharkiv		Lviv		Dnipropetrovsk	
I	Initto	18.23	DataArt	18.09	Intellias	16.48	Sitecore Ukraine	17.61
II	Kuadriga	17.88	Intetics	16.31	ELEKS Software	14.77	Magento	16.64
III	Cogniance	17.49	Grid Dynamics	16.26	GlobalLogic Ukraine	13.45	Archer Software	16.50
IV	Serena Software	17.41	GlobalLogic Ukraine	13.61				
V	Railsware LLC	16.54						
Donetsk			Mykolaiv		Zhytomyr		Kherson	
	Binary Studio	15.50	GlobalLogic Ukraine	13.80	Infopulse Ukraine	16.27	DataArt	15.59
Lugansk								
	Infopulse Ukraine	15.24						

The best in class

Companies that earned above the average score for individual survey questions

Salaries: Cogniance (Kyiv), Magento (Dnipropetrovsk), Initto (Kyiv), Sitecore Ukraine (Dnipropetrovsk), Binary Studio (Donetsk).






Perks and benefits: Initto (Kyiv), DataArt (Kharkiv), Magento (Dnipropetrovsk), Sitecore Ukraine (Dnipropetrovsk), Serena Software (Kyiv).

Team & colleagues: Kuadriga (Kyiv), Initto (Kyiv), Cogniance (Kyiv), Archer Software (Dnipropetrovsk), Serena Software (Kyiv).

Career opportunities: Archer Software (Dnipropetrovsk), Cogniance (Kyiv), DataArt (Kharkiv), GridDynamics (Kharkiv), Railsware LLC (Kyiv).

Employee's portrait

The age & position statistics of the participants

Age	Headcount & positions	
40 ... 60	 46	Programmers, project managers, QA specialists
34 ... 39	 211	Programmers, project managers, department heads
26 ... 33	 1295	Programmers, QA specialists, project managers, department heads, business analysts
22 ... 25	 899	Programmers, QA specialists
16 ... 21	 87	Programmers, QA specialists

Typical participant is a 25 year old male programmer

Employee's answers

Averaged results across all the companies



Average score is 16 out of 22

Employee's values

What attributes are valued most by the employees.

I Salary

II Promotion/career opportunities

III Self-realization

IV Atmosphere

V Work place

VI Company as a brand

VII Perks and benefits

VIII Office location

IX Absence of stress situations

The companies rating 2010

15

Results

Salary and career opportunities are most important to the employees. This is probably a reflection of hot job market which forces companies to compete mostly on salaries.

There is not a single questions with got glaringly low score. Employees like their work, on average.

The difference in scores between first and last is about 25% which is rather small. The highest score is 18.23, an average one is 16, out of 22 possible.

Personal analytics

Each competing company gets a personal report about the rating with detailed analytics. The report is sent via e-mail. If you haven't got yours than write support@developers.org.ua.

Further actions

Tell your colleagues about the rating results. Analyse a personal report and compare our analysis of company's strengths and weaknesses with the inner estimates.

If you are the winner of a nomination, celebrate it! Tell your friends and partners, publish a press-release, add a link developers.org.ua/rating-2010 with the badge "contestant" to your site.

If you have ideas or suggestions how to improve the rating, to make it more effective and objective, contact us.

The rating 2011 will be held in March–April 2011 registration starts in February 2011.

Thank you for participation!



*Add the badge "contestant" to your site.
All the badges available at
developers.org.ua/rating-2010*

Contact information

If you have further questions, please contact us:

Olga Kovalenko, account executive
+380 44 222 87 72 support@developers.org.ua

Maksim Ishenko, project manager
+380 50 166 02 66 max@developers.org.ua

More information about the project available online at
developers.org.ua/rating-2010

Thank you

It has been our first pilot project of software companies rating. In spite of many imperfections and slips the rating has doubtlessly taken its place. We would like to thank all the companies that were not afraid of competing in our project and the colleagues of the companies that have determined the rating results.

DOU Ukrainian Software
Developers
developers.org.ua

Vedjo
studio Vedjo studio design &
development
vedjo.com.ua