

Nurturing proud Payarans

Payara's industry-leading eNPS improved by +10 points

Payara Services, the leader in application server technology, is advancing on its journey towards fostering a culture of employee satisfaction and loyalty by reaching an Employee Net Promoter Score (eNPS) of 61. This is nearly 40% higher than the industry average of 41. The result follows the addition and expansion of a number of HR policies and initiatives introduced by the company over the past four months, thus attesting to Payara's commitment to employee satisfaction.

eNPS is a widely recognized survey-based tool for companies to measure workforce's satisfaction levels, set benchmarks, targets as well as track changes over time. By gauging how likely employees are to recommend their company as a place to work, it provides valuable insights into organizational culture and employee sentiment.

Regularly tracking eNPS to attract and retaining motivated, productive, engaged and loyal Payarans, Payara has a proven track record of achieving best-in-class scores that greatly exceed industry standards. Following the latest eNPS and follow-up surveys that took place at the end of 2023, the company enhanced its existing professional development, recognition, wellness and open-door policies in line with the feedback received.

As a result of this activity, the latest score increased by 10 points, advancing Payara even further among the top employers dedicated to fostering a supportive and inclusive remote workplace environment that empowers its staff to thrive and succeed. This achievement is even more prominent when considering that eNPS have been on a consistent decline in many companies and sectors since 2020.

Among the comments received from the latest employee engagement questionnaire, one Payaran said: "I felt very much welcome from the start and now I am completely at home. There are lots of things to learn, technically speaking, and the company truly supports and encourages learning; people are fun, gentle, helpful; the company knows where and how to go, with a nice vision for the future and well thought plans; the products bring a lot of value to our customers, which means the future is great!"

Julia Millidge, Head of People at Payara, comments: "We are incredibly proud of this milestone and what it represents for our organization. It attests to all the work we are putting into establishing Payara's reputation as a top employer of choice in the market, capable of attracting and retaining top talent.

"Our Payarans are the heart of our company, and their satisfaction and well-being are paramount to our success. This is why we go above and beyond to create meaningful opportunities that elevate our people's lives and bolster their career paths. Achieving an eNPS score of 61 underscores our commitment to creating a positive and fulfilling workplace for our team members."

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Image captions:



Image 1: Payara Services is advancing on its journey towards fostering a culture of employee satisfaction and loyalty by reaching an Employee Net Promoter Score (eNPS) of 61, nearly 40% higher than the industry average.

About Payara Services Ltd.

A global open source company, Payara creates innovative infrastructure software. This includes Payara Server Enterprise, an easy-to-use Jakarta EE and MicroProfile runtime which supports mission-critical production systems with secure deployments, and Payara Cloud, an all-in-one fully automated Jakarta EE cloud deployment solution that eliminates the need for application servers and knowledge of Docker and Kubernetes.

Payara is designed to provide a stable, scalable, and secure environment for running Java applications, making it an ideal choice for enterprise-level deployments. Visit: <https://www.payara.fish/>

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