METHODOLOGY

Asia-Pacific's Best Employers 2027

Scope, Data Collection, Evaluation and Results



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Asia-Pacific's Best Employers highlights multinational organisations in the Asia Pacific region as great places to work

Ranking's cornerstones

Methodology

The *Asia-Pacific's Best Employers* have been selected based on a vast sample of independent surveys completed by more than **80,000 employees**. In total, over **1.4 million evaluations** formed the basis for identifying the region's top employers.

Employees were consulted **anonymously** through online access panels. This process is conducted entirely independently of the companies themselves to ensure that respondents can answer openly and honestly, without concern that their feedback might be seen by their employers.

Each participant was asked, in which country and for which company or subsidiary of a corporate group they work. Responses were captured in an open-ended format with an autofill option. The ranking is open to corporate groups that employ more than **1,000 people** and operate at least two of the countries in the Asia-Pacific region(1).

The survey, which took on average **10–12 minutes** to complete, was conducted periodically over the past three years, with the most recent fieldwork taking place from **March to April 2026**.

A corporate group's final score is determined at the global level and is based on two types of employee evaluations:

- **Personal Evaluations (Direct):** Provided by employees about their own employers, including their willingness to recommend their workplace to friends and family on a scale from 0 to 10.
- **Public Evaluations (Indirect):** Provided by friends and family of employees, or by industry peers familiar with the company.

Executive Summary

- **Title of ranking:** Asia-Pacific's Best Employers 2027
- **Media partner:** TIME
- **Edition:** 1st
- **Number of awardees:** 500
- **Methodology:** Survey
- **Criteria used for determining rank:** Online survey assessing various evaluations of company performance. Companies were scored across multiple dimensions, with the highest scores determining the final ranking.

(1) Country Scope: Australia, China, Hong Kong, India, Indonesia, Japan, Macau, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand, Vietnam

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Asia-Pacific's Best Employers follows a **proven approach** to determine the ranking.

Data-based results



Data Gathering

The Survey is programmed and responses are gathered. Incoming data is cleaned and prepared for analysis

Additional Research

Organizations are researched to verify that they fit the project's scope. Data is gathered via **publicly available company information**



Analysis



The prepared data is analyzed with a proven scoring model to create a ranking of the **highest rated employer brands**.

Publication

The final ranking is published by TIME with the top organizations deemed **Asia-Pacific's Best Employers 2027,** offering visibility and recognition to the leading companies in the region.



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Employee evaluations were collected via Independent surveys

Data collection through online access panels



Online Access Panel

Online access panel: a sample group set up by a survey company and available for custom-built surveys.



Survey Participants

- ✓ **Full-Time** (> 35 hours per week)
- ✓ **Part-Time** (< 35 hours per week)
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size** < 1,000 employees



Survey Periods

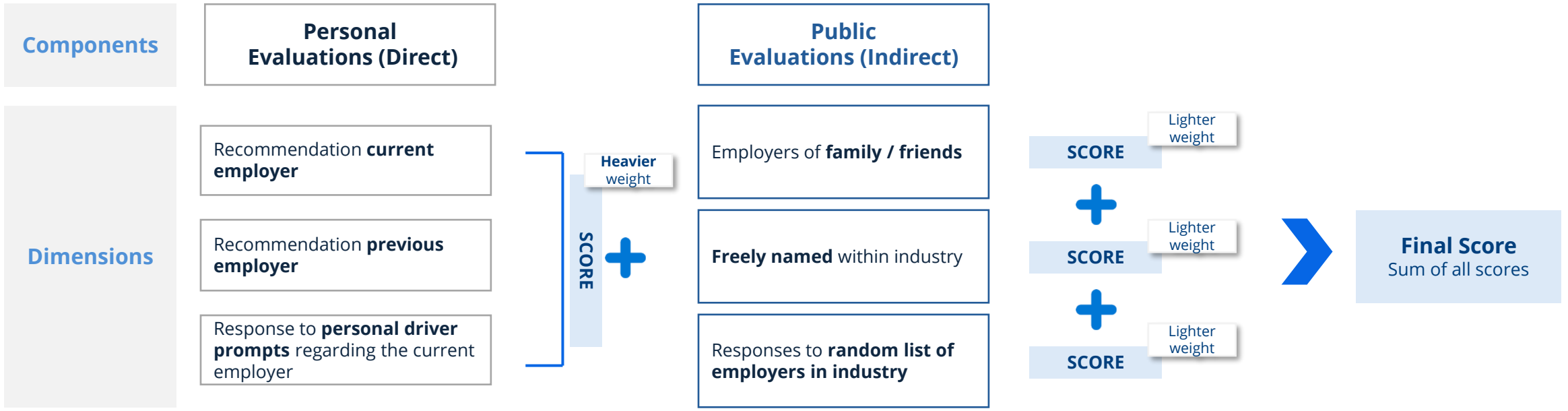
May-June 2026

The survey utilizes an **online access panel** to gather a representative sample of **over 80,000 participants—both part-time and full-time**— in Australia, Hong Kong, India, Indonesia, Japan, Macau, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand, Vietnam.

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The scoring model is founded on two key components: Personal Evaluations and Public Evaluations

Scoring Model



Data from the **previous 3 years is considered**, with a **heavier weight put on more recent data.** The results of these elements are combined to calculate a final score.

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Industries

Each employer is grouped by industry

Manufacturing and Heavy Industry

- Aerospace & Defense
- Automotive (Automotive & Suppliers)
- Construction, Chemicals, Raw Materials
- Engineering, Manufacturing

Consumer Goods and Retail

- Clothing, Shoes, Sports Equipment
- Food, Soft Beverages, Alcohol & Tobacco
- Packaged Goods
- Retail & Wholesale

Healthcare and Biotechnology

- Drugs & Biotechnology
- Medical Equipment & Services
- Healthcare & Social Services

Technology and Telecommunication

- Telecommunications Services, Cable Supplier
- IT Software & Services
- Semiconductors, Electronics, Electrical Engineering

Finance and Professional Services

- Banking & Financial Services
- Business Services & Supplies
- Professional Services
- Insurance

Media, Advertising, and Leisure

- Media & Advertising
- Restaurants
- Travel & Leisure

Others

- Utilities
- Transportation & Logistics
- Education
- Conglomerate

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Legal disclaimer for the ranking **Asia-Pacific's Best Employers 2027**

Disclaimer

The ranking is comprised exclusively of employers that are eligible regarding the scope described in this document. A mention in the ranking is a positive recognition based on employee recommendations, peer recommendations and publicly available data sources at the time. The ranking is the result of an elaborate process which, due to the interval of data-collection and analysis, is a reflection of this calendar year. Furthermore, events following August 28th, 2026, and/or pertaining to individual persons affiliated/associated to the employers were not included in the metrics. As such, the results of this ranking should not be used as the sole source of information for future deliberations. The information provided in this ranking should be considered in conjunction with other available information about the employers. The quality of employers that are not included in the rankings is not disputed.