



The Most Attractive Employers in Spain

STUDENTS



About us



Universum is a global leader in employer branding. Over the past 30 years, we have established ourselves in 50 markets globally and our diverse workforce is physically present in 20 countries.

Our services include actionable research, strategic consulting, and data-driven communications and social media solutions for talent branding, sourcing, and analytics.

We are a trusted partner to over 1,700 clients, including many Fortune 500 companies, as well as to global media partners that publish our annual rankings and trend reports.

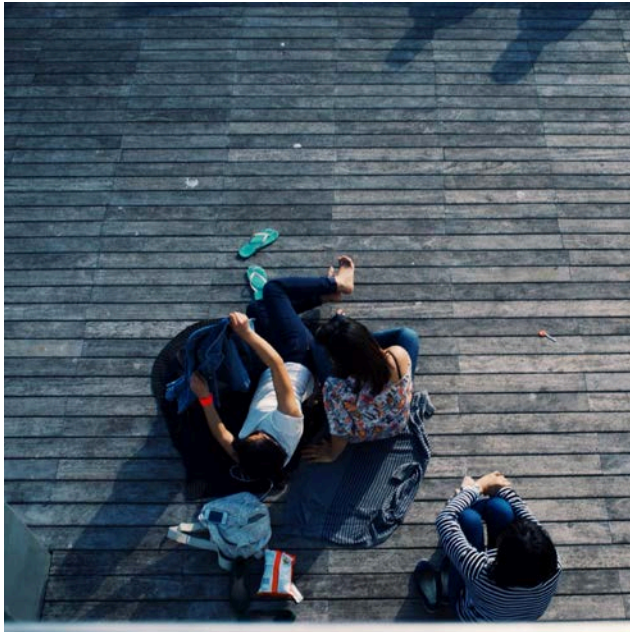
We work with over 2,000 universities, alumni groups, and professional organizations to gather insights from students and professionals in order to advise employers on how to attract and retain talent that fits their culture and purpose. On an annual basis, Universum surveys over 1,500,000 students and professionals worldwide.

[Learn more](#)



Did your company rank in the top 100?
Please contact us to receive your badge.

Where do you rank?



AN ESSENTIAL RESOURCE

It's so important to secure the very best young talent out there, which is why HR and C-level leaders around the world refer to Universum's research. Drawing on the opinions of more than 22.000 students in Spain, this preview of the 2018 Talent Survey gives a clear indication of where your organization ranks when it comes to its potential to attract new recruits.

VALUABLE INSIGHTS

This preview provides you with an understanding of where your organization currently ranks, as well as highlighting career aspirations and desirable industries identified by the respondents.

ACTIONABLE ASSESSMENTS

But this preview is only the beginning. By becoming a member you can access Universum's full report, which contains company-specific findings and custom insights and recommendations that are critical when it comes to developing your employer branding strategy.

WANT TO LEARN MORE?

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Survey Specifics

Field Period: The survey for this ranking was carried out between October 2017 and March.



 5.725
**Business/
Commerce**

 5.529
Engineering/IT

 4.259
**Humanities/Liberal
Arts/Education**

 4.494
**Natural Sciences/
Health/Medicine**

 2.233
Law

The Most Attractive Employers of 2018 – Business/Commerce

1	Google
2	Apple
3	INDITEX
4	BBVA
5	Amazon
6	Grupo Santander
7	NH Hotel Group
8	Coca-Cola European Partners
9	Meliá Hotels International
10	Deloitte
11	adidas
12	L'Oréal Group
13	El Corte Inglés
14	Atresmedia
15	Caixabank
16	Microsoft
17	BMW Group
18	Iberia
19	Mediaset España
20	J.P. Morgan
21	IKEA
22	PwC
23	Samsung
24	KPMG
25	Volkswagen

26	Goldman Sachs
27	The Boston Consulting Group
28	Banco Sabadell
29	Deutsche Bank
30	Mango
31	HEINEKEN
32	Bankia
33	LVMH
34	Mercadona
35	Nestlé
36	EY (Ernst & Young)
37	RTVE
38	McKinsey & Company
39	Airbus
40	Bank of America Merrill Lynch
41	SEAT
42	Morgan Stanley
43	IBM
44	Daimler/Mercedes-Benz
45	Telefónica
46	Aena
47	Procter & Gamble (P&G)
48	Repsol
49	Sony
50	Unilever

51	PepsiCo
52	Iberdrola
53	Globomedia
54	Bankinter
55	Grupo PRISA
56	Grupo Mapfre
57	Endesa
58	Grupo Planeta
59	Garrigues
60	Danone
61	Accenture
62	Barclays
63	Mahou-San Miguel
64	Carrefour
65	Johnson & Johnson
66	ING Group
67	Grupo Cortefiel
68	Volvo Cars
69	Amadeus
70	Canon
71	Damm
72	Philip Morris International
73	Campofrío
74	Unidad Editorial
75	AXA

76	BNP Paribas
77	Zurich Seguros
78	Correos
79	Bain & Company
80	Allianz
81	Desigual
82	Acciona
83	INDRA
84	Lidl
85	Cuatrecasas
86	PSA Peugeot Citroën
87	Intel
88	ONCE
89	Michelin
90	Bayer
91	Vocento
92	Groupe Renault
93	Mutua Madrileña
94	Vodafone
95	Cepsa
96	everis
97	Leroy Merlin
98	Mondel?z International
99	Grupo Ferrovial
100	Liberty Seguros

The Most Attractive Employers of 2018 – Engineering/IT

1	Google
2	Airbus
3	Apple
4	BMW Group
5	Microsoft
6	Volkswagen
7	Amazon
8	Boeing
9	Iberdrola
10	Repsol
11	Samsung
12	Centro Nacional de Inteligencia (CNI)
13	SEAT
14	Iberia
15	Intel
16	Siemens
17	Daimler/Mercedes-Benz
18	IBM
19	IKEA
20	Dragados (Grupo ACS)
21	Acciona
22	Endesa
23	Telefónica
24	General Electric (GE)
25	Volvo Cars

26	INDRA
27	Sony
28	INDITEX
29	Grupo Ferrovial
30	Aena
31	Renfe
32	Sacyr
33	Deloitte
34	Gas Natural Fenosa
35	Bosch
36	Groupe Renault
37	Bombardier
38	Bayer
39	Coca-Cola European Partners
40	Cepsa
41	REE - Red Eléctrica de España
42	Nestlé
43	HEINEKEN
44	Schneider Electric
45	bq
46	Accenture
47	FCC
48	OHL
49	Gamesa
50	Oracle

51	Mercadona
52	ABB
53	HP Inc.
54	PSA Peugeot Citroën
55	L'Oréal Group
56	Abengoa
57	Huawei
58	adidas
59	Cisco Systems
60	The Boston Consulting Group
61	Philips
62	McKinsey & Company
63	Danone
64	BBVA
65	Grupo Santander
66	Mahou-San Miguel
67	PwC
68	Michelin
69	Canon
70	Altran
71	El Corte Inglés
72	Técnicas Reunidas
73	Johnson & Johnson
74	everis
75	PepsiCo

76	Atresmedia
77	BASF
78	Shell
79	KPMG
80	Thales
81	Vodafone
82	NH Hotel Group
83	J.P. Morgan
84	BP
85	Grifols
86	Meliá Hotels International
87	Damm
88	RTVE
89	Mediaset España
90	Mango
91	Enagás
92	Roche
93	Procter & Gamble (P&G)
94	Nokia
95	EY (Ernst & Young)
96	Vestas
97	Carrefour
98	Caixabank
99	LVMH
100	Novartis

The Most Attractive Employers of 2018 – Humanities/Liberal Arts/Education

1	Google
2	Atresmedia
3	Apple
4	RTVE
5	Mediaset España
6	Grupo Planeta
7	INDITEX
8	El Corte Inglés
9	Unidad Editorial
10	Amazon
11	adidas
12	IKEA
13	Iberia
14	L'Oréal Group
15	Grupo PRISA
16	Mango
17	Microsoft
18	NH Hotel Group
19	Meliá Hotels International
20	ONCE
21	Globomedia
22	Coca-Cola European Partners
23	Canon
24	Sony
25	Samsung

26	Mercadona
27	Nestlé
28	Desigual
29	Correos
30	LVMH
31	Vocento
32	Aena
33	BMW Group
34	HEINEKEN
35	Carrefour
36	Telefónica
37	Airbus
38	Grupo Cortefiel
39	BBVA
40	Volkswagen
41	Caixabank
42	Grupo Santander
43	Sanitas
44	Leroy Merlin
45	SEAT
46	Lidl
47	Damm
48	The Boston Consulting Group
49	Iberdrola
50	Deutsche Bank

51	IBM
52	Grupo Mapfre
53	Johnson & Johnson
54	DIA
55	Deloitte
56	PepsiCo
57	Goldman Sachs
58	Daimler/Mercedes-Benz
59	Endesa
60	Unilever
61	PwC
62	Affinity Petcare
63	Philip Morris International
64	Acciona
65	McKinsey & Company
66	Banco Sabadell
67	Bankia
68	Volvo Cars
69	Repsol
70	INDRA
71	Amadeus
72	Vodafone
73	Oracle
74	EY (Ernst & Young)
75	Mahou-San Miguel

76	PSA Peugeot Citroën
77	Securitas Direct
78	Mutua Madrileña
79	Nokia
80	Allianz
81	J.P. Morgan
82	Bosch
83	Intel
84	HP Inc.
85	Gas Natural Fenosa
86	Siemens
87	Procter & Gamble (P&G)
88	Mondelēz International
89	Accenture
90	Danone
91	Roche
92	Zurich Seguros
93	Santalucía Seguros
94	Cuatrecasas
95	Liberty Seguros
96	BNP Paribas
97	British American Tobacco
98	Bayer
99	Grupo Ferrovial
100	Bank of America Merrill Lynch

The Most Attractive Employers of 2018 – Natural Sciences/Health/Medicine

1	Sanitas
2	Bayer
3	Centro Nacional de Inteligencia (CNI)
4	Google
5	Nestlé
6	Apple
7	L'Oréal Group
8	Johnson & Johnson
9	Roche
10	Pfizer
11	Danone
12	Novartis
13	Coca-Cola European Partners
14	INDITEX
15	El Corte Inglés
16	Microsoft
17	HEINEKEN
18	Repsol
19	GSK (GlaxoSmithKline)
20	Mutua Madrileña
21	Amazon
22	SAS
23	Iberdrola
24	Mercadona
25	Lilly

26	Atresmedia
27	Iberia
28	Grífol
29	adidas
30	BBVA
31	Mahou-San Miguel
32	Grupo Mapfre
33	Airbus
34	Mediaset España
35	Mango
36	RTVE
37	Gas Natural Fenosa
38	IKEA
39	IBM
40	Grupo Santander
41	BMW Group
42	Cepsa
43	Samsung
44	Endesa
45	Carrefour
46	PepsiCo
47	Almirall
48	Allianz
49	Caixabank
50	Volkswagen

51	Damm
52	Renfe
53	Aena
54	Deloitte
55	Sony
56	Meliá Hotels International
57	BASF
58	Grupo Planeta
59	Intel
60	NH Hotel Group
61	Canon
62	Desigual
63	AXA
64	Abengoa
65	Essity
66	Unilever
67	Acciona
68	The Boston Consulting Group
69	MSD (Merck Sharp & Dohme)
70	Procter & Gamble (P&G)
71	bq
72	Zurich Seguros
73	Telefónica
74	Sacyr
75	Boeing

76	INDRA
77	Bankia
78	Shell
79	everis
80	Huawei
81	BP
82	Banco Sabadell
83	SEAT
84	General Electric (GE)
85	LVMH
86	eDreams ODIGEO
87	Accenture
88	McKinsey & Company
89	J.P. Morgan
90	Correos
91	Generali
92	Gamesa
93	British American Tobacco
94	Grupo Ferrovial
95	Oracle
96	Daimler/Mercedes-Benz
97	Dragados (Grupo ACS)
98	PwC
99	REE - Red Eléctrica de España
100	Philips

The Most Attractive Employers of 2018 – Law

1	Garrigues	26	Mediaset España
2	Cuatrecasas	27	EY (Ernst & Young)
3	INDITEX	28	LVMH
4	Apple	29	adidas
5	Google	30	NH Hotel Group
6	Uría Menéndez	31	McKinsey & Company
7	Deloitte	32	Banco Sabadell
8	BBVA	33	Volkswagen
9	Grupo Santander	34	Mango
10	El Corte Inglés	35	The Boston Consulting Group
11	Microsoft	36	Nestlé
12	Amazon	37	Deutsche Bank
13	PwC	38	Telefónica
14	L'Oréal Group	39	Goldman Sachs
15	Iberia	40	Mercadona
16	Atresmedia	41	Airbus
17	J.P. Morgan	42	Repsol
18	BMW Group	43	Morgan Stanley
19	KPMG	44	Iberdrola
20	Caixabank	45	IKEA
21	Coca-Cola European Partners	46	Bank of America Merrill Lynch
22	Meliá Hotels International	47	Grupo Planeta
23	RTVE	48	Sony
24	Bankia	49	HEINEKEN
25	Samsung	50	Grupo Mapfre

Career aspirations

TALENT GOALS

Which of these career goals are most important to you?

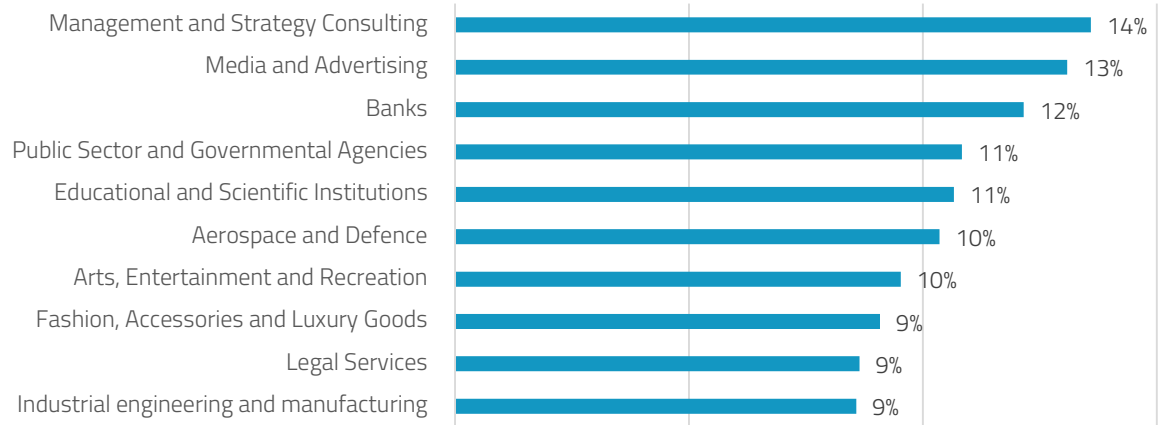
Up to 3 career goals could be chosen.



PREFERRED INDUSTRIES

In which industry would you most like to work after graduating?

Up to 3 industries could be chosen.



Our Approach to Strategic Employer Branding



UNIVERSUM ACC>SS



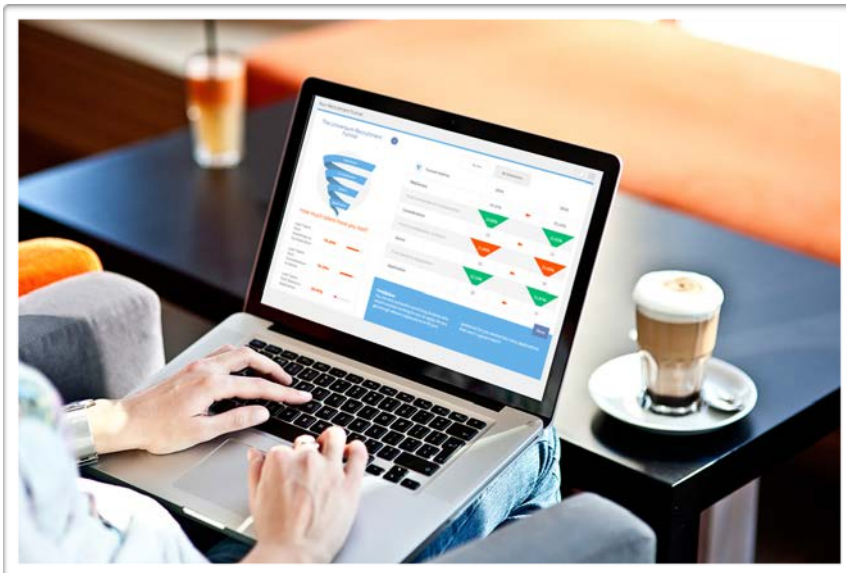
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eBooks featuring latest market and industry's trends and insights as well as video casts from industry experts.

Where do I go from here?



Hopefully you have learned something new about your employment landscape, and the qualities students want from an employer. But this is just the first step in thinking strategically about employer branding and attracting the talent you need to embrace the future.

Through the high-level data contained in the full report, members can uncover areas of weakness and identify demand they might not know existed. Armed with this comprehensive information, you have the ability to make real and positive change and, most importantly, position your organization as a highly attractive employer.





Access the New World of Talent



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- Market Trend Analysis
- Continuous Support
- All Toolkits
- \$500 Academy Discount
- Ranking Release Preview
- Talent Preference Data

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- Events & Webinars
- eBooks
- Market Trend Analysis
- Continuous Support
- All Toolkits
- Free Academy Spot
- Ranking Release Preview
- Talent Preference Data
- Talent Perception Data
- 5% Product Discounts
- Advisory Board

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Diamond Membership

- Exclusive Updates
- Industry Benchmark
- Events & Webinars
- eBooks
- Market Trend Analysis
- Continuous Support
- All Toolkits
- Free Academy Spot
- Ranking Release Preview
- Talent Preference Data
- Talent Perception Data
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