

What are the primary reasons people leave their jobs?

The most widely cited reasons for leaving one's job is lack of career growth, lack of fair pay, and feeling unrecognized or underappreciated.

Overview

Voluntary employee turnover can be very costly for employers. Not only costs due to recruiting, replacement, and retraining, but also the costs due to loss of institutional knowledge, teamwork, and lowered employee moral. To prevent voluntary employee turnover, organizational leaders are increasingly asking why employees might leave their organization?

Research Findings

Our research found that employees left their last jobs for reasons such as lack of career growth and development, pay, and recognition. People also left because of an undesirable working environment and poor relationships with managers.

Our research also found that highly engaged employees are 1.9x more likely to say they will be working at their current organization for the next year compared with those not highly engaged.

Primary reasons for leaving



Recommendations

- Understand the specific reasons employees are leaving your organization by conducting automated exit surveys and [find important insights](#) about your turnover.
- Encourage managers to dedicate at least one 1-on-1 per year to discuss an employees' career development interests, desired growth paths, and experience at work. These conversations allow managers to individualize how they coach and engage each employee throughout their career.
- Predict voluntary turnover before it happens by using Flight Risk tools that can identify retention risks using advanced analytics of survey data.