

## **DO YOU KNOW THE MOST COMMON REASONS EMPLOYEES LEAVE THEIR JOBS? Is it all about the money?**

**Pay can often serve as a smokescreen for other highly emotional feelings. According to a survey of more than 800 MBA's from eleven North American and European colleges, a substantial number were willing to forgo some financial benefits to work for an organization with a better reputation for corporate social responsibility and ethics.**

**Here are the most common reasons cited for leaving jobs:**

- 1. Poor management**
- 2. Limited career growth and opportunity for advancement**
- 3. Poor communication**
- 4. Lack of recognition**
- 5. Poor senior leadership**
- 6. Lack of training**
- 7. Excessive workload**
- 8. Lack of tools and resources**
- 9. Lack of teamwork**

**Beware of the following ways your employees may feel unimportant:**

- ✚ Lack of simple appreciation**
- ✚ Excessive focus on numbers, not enough on people**
- ✚ Feeling they deserve recognition they don't get, while others do**
- ✚ Feeling that no one even knows or cares if they exist**
- ✚ Recognition that is too late in coming**

**In addition to fair pay, employees want:**

- ✚ Challenging and meaningful work**
- ✚ A chance to learn and grow**
- ✚ Great co-workers**
- ✚ Recognition and respect**
- ✚ A good boss**

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