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## The Real Reason Why Employees Leave

The following information is taken from the book, *The 7 Hidden Reasons Employees Leave: How To Recognize The Subtle Signs and Act Before It's Too Late*, by Leigh Branham, 2005, AMACOM publishers.

The Saratoga Institute conducted a survey and it revealed that 89% of managers believe employees leave for more money. But, in fact, the survey found that 88% of employees leave for reasons other than money. What a disconnect!

Maybe it is easier for managers to think that money is the real issue, rather than hear that there are things that need to be fixed. But, the truth is, there are things that can be done to keep employees happy and productive, and on the job.

The 10 most frequently mentioned issues that employees say companies do poorly are:

- **Poor management**—uncaring and unprofessional managers; overworking staff; no respect, not listening, putting people in wrong jobs; speed over quality; poor manager selection processes.
- **Lack of career growth and advancement opportunities**—no perceivable career paths; not posting job openings or filling from within; favoritism or unfair promotions.
- **Poor communications**—problems communicating top-down and between departments; after mergers; between facilities.
- **Pay**—paid under-market or less than contributions warrant; pay inequities; slow raises; favoritism for bonuses/raises; ineffective appraisals.
- **Lack of recognition**—that says it all.
- **Poor senior leadership**—not listening, asking, or investing in employees; unresponsiveness and isolation; mixed messages.
- **Lack of training**—nonexistent or superficial training; nothing for new hires, managers, or to move up.
- **Excessive workload**—doing more with less; sacrificing quality and customer service for numbers.
- **Lack of tools and resources**—insufficient, malfunctioning, outdated, equipment/supplies; overwork without relief.
- **Lack of teamwork**—poor coworker cooperation/commitment; lack of interdepartmental coordination.

If you see that these are problems in your workplace, actively work to get them corrected through work team initiatives, discussions with your manager, or sharing corporate models where things are done right. Sometimes it is easier to fix the problem then move on and start anew.