

Top-Ten Reasons Why People Quit Their Jobs

Gregory P. Smith

There are many reasons why good employees quit, most are preventable. From my years of experience as a consultant, I've identified a "Top Ten" list of reasons why people leave jobs:

1. Management demands that one person do the jobs of two or more people, resulting in longer days and weekend work.

2. Management cuts back on administrative help, forcing professional workers to use their time copying, stapling, collating, filing and other clerical duties.

3. Management puts a freeze on raises and promotions, when an employee can easily find a job earning 20-30 percent more somewhere else.



4. Management doesn't allow the rank and file to make decisions or allow them pride of ownership. A visitor to my website E-mailed me a message that said, "Forget about the "professional" decisions—how about when you can't even select the company's holiday card without the President rejecting it for one of his own taste?"

5. Management constantly reorganizes, shuffles people around, and changes direction constantly.

6. Management doesn't have or take the time to clarify goals and decisions. Therefore, it rejects work after it was completed, damaging the morale and esteem of those who prepared it.

7. Management shows favoritism and gives some workers better offices, trips to conferences, etc.

8. Management relocates the offices to another location, forcing employees to quit or double their commute.

9. Management promotes someone who lacks training and/or necessary experience to supervisor, alienating staff and driving away good employees.

10. Management creates a rigid structure and then allows departments to compete against each other while at the same time preaching teamwork and cooperation.

Interesting, isn't it -- that all ten factors begin with the phrase "Management...." Interesting, too, just how many of these high-turnover factors are preventable? My retention survey confirmed the truth of the saying, "Employees don't quit their companies, they quit their bosses." Thirty five percent of the respondents answered yes to the question, *Was the attitude of your direct supervisor/manager the primary factor in your quitting a previous job?*

Soft management skills—people skills—are the critical element in battling high turnover and creating a high-retention workforce or what I call, "retentionship."

Excerpt from the book, *Here Today, Here Tomorrow: Transforming Your Workforce from High Turnover to High Retention* by [Chart Your Course International](#)

Free newsletter: If you would like more employee retention tips, advice and a free subscription to the Navigator newsletter please send an e-mail message to navigator@chartcourse.com.



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<http://www.chartcourse.com>
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Here Today Here Tomorrow is an excellent book providing numerous suggestions on ways to turn an average organization into a highly productive, low-turnover environment where managers can focus on productivity --- not recruiting and replacing an endless stream of workers. This book is a must read for all managers, coaches and HR personnel interested in strategic growth and higher productivity. For more information please click on this link: [Here Today Here Tomorrow](#).

