

Newsline

Unhappiness With Management, Limited Advancement Cited as Top Reasons Employees Quit

Jan. 21, 2009 — Being unhappy with management was one of the top reasons cited for good employees quitting their jobs.

A recent survey found that 35% of executives interviewed said good employees are most likely to quit their jobs because of unhappiness; this is up from 23% from five years ago. The second-most common answer was having limited opportunities for advancement, said 33% of respondents.

The survey, developed by [Robert Half International](#), asked executives, “Which of the following is most likely to cause good employees to quit their jobs?”

The survey found:

	2009	2004
Unhappiness with management	35%	23%
Limited opportunities for advancement	33%	39%
Lack of recognition	13%	17%
Inadequate salary and benefits	13%	11%
Bored with their job	1%	6%
Other/don't know	5%	4%

“Professionals seek strong leadership, particularly during times of uncertainty, and they also want managers they can learn from and who take an interest in their careers,” said Max Messmer, chairman and CEO of Robert Half International and author of Human Resources Kit For Dummies. “In today’s business environment, where many companies have reduced staff levels, managers need to be extra attentive to the needs of their teams, or they risk losing their most valuable employees.”

The survey found that most employees who are looking for a new job will send out warning signals. Robert Half identified the following five red flags for supervisors to be aware of:

1. **A noticeable change in attitude.** A formerly enthusiastic staff member may seem withdrawn and indifferent. In addition to examining the individual’s performance, look for changes in behavior in team settings.
2. **Longer lunch breaks and frequent absences.** This may be a sign that someone is using the time for job interviews. It also could indicate the person is bored with the work.
3. **Missed deadlines and increased errors.** Everyone misses a deadline from time to time, but apathetic workers make it a habit — one that can throw off the efficiency of an entire department or company. Numerous errors from a previously conscientious employee are a sign of disengagement and may signal lost interest and an impending departure.
4. **More professional attire.** An employee who shows up for work wearing suits even though your company has a business casual dress policy may be going on job interviews with other firms.
5. **A drop in productivity.** A decline in performance or work quality and increased forgetfulness about deadlines, meetings and appointments could indicate a worker who is gradually disconnecting from the job.

Survey methodology

The survey was conducted by an independent research firm and is based on interviews with 150 senior executives from the nation's 1,000 largest companies.

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