

7 Reasons Employees Resign

And what you can do about it.



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1

Bad Management

When it's a problem:

When is management "bad?" When managers exhibit certain behaviors, employees become dissatisfied and are more likely to quit. Employees report that behaviors such as micromanagement, lack of communication, and consistent rejection of ideas and suggestions cause them to resign.

What can you do?

It's important for managers to give their employees some independence and autonomy. Yes, employees have to be guided, but they need enough freedom to feel they are not being micromanaged.

Communicate, communicate, communicate. Make sure your employees know that the communication channel is open.

Listen to your employees. If an employee has helpful ideas that are consistently shot down, they will become discouraged. This isn't to say that you should adopt every idea your employees have. But listen to them, let them know you appreciate their input, and make them feel heard and valued.



2

Benefits

When it's a problem:

If an employee feels underpaid or undercompensated, this can push them to resignation. Salary is only part of the equation. Consider your whole benefits package - 401K plan, health insurance, vacation, flexible hours, professional development opportunities, etc. - and compare what you offer to other organizations in your industry. Do you have competitive benefits?

What can you do?

Compare your benefits to your competitors in the industry. Are your benefits competitive? If not, consider how you could make your benefits package more attractive.

You may not be able to give everyone a huge raise, but you may be able to give employees more vacation time or flexible hours. Most people today highly value work/life balance and look for this in a workplace. We'll discuss more about the importance of work/life balance later.



3

Lack of Enjoyment

When it's a problem:

Employees can experience a lack of enjoyment in their work for a variety of reasons. They could feel the work they do isn't meaningful, or perhaps they don't feel they are challenged enough at work. Nearly everyone has days they don't love their job. But when an employee consistently experiences a lack of enjoyment in their work, they can burn out and resign.

What can you do?

Maintaining open communication with your employees will help you detect if an employee is struggling from a lack of enjoyment. Through open communication you can also discover what you can do to help reinvigorate your employee.

Perhaps there are some responsibilities closely related to the employee's current work that they would enjoy and that you could incorporate into their position. Or perhaps the employee just needs a clearer perspective on how their work fits into the organization's mission and why their work is essential to accomplishing that mission.



4

Company Culture

When it's a problem:

A good company culture doesn't mean the workplace is a constant party, but it should be pleasant and welcoming. Not all personalities mesh easily, but your organization should make employees feel appreciated and respected. Employees appreciate company cultures that have open communication, accessible management, approachable and respected executives, and clear direction.

What can you do?

Once again, open communication is key. Beyond communication, make sure employees are treated with respect and are provided good compensation, benefits, and perks.

The work environment should also facilitate employee satisfaction and engagement by providing events, celebrations, and team building activities that make employees feel your organization is a great place to work.

That being said, not everyone will be a good culture fit. If this happens, look at it as an opportunity to bring on new talent that is a better fit.



5

Career Advancement

When it's a problem:

Everyone has different goals when it comes to career advancement. Some want to quickly advance to the top. Others may advance more slowly or may not want to be at the C-suite level. The important part is that your organization can provide the type of career advancement path and pace that your employees are looking for.

What can you do?

There may not be a lot you can do to change the path and pace of career advancement at your organization. That's why it's crucial to make sure your candidates have a clear understanding of what career advancement looks like at your organization before you hire them.

Establishing this clear understanding will help prevent mismatch between employees and organizations because candidates will know from the beginning if the company's career advancement path and pace match their goals.

Additionally, during the interviewing process you should get an understanding of your candidates' career advancement goals so that you are also aware of potential mismatches.



6

Lack of Recognition

When it's a problem:

It's human nature to want to be recognized and valued. This doesn't mean a pat on the back every time an employee finishes a task. Giving proper recognition simply means making an effort from time to time to assure employees of their value to your organization. This could be as simple as an email telling the employee you've noticed their hard work and you appreciate it.

What can you do?

One approach is to send the employee a thoughtful email of appreciation after they have completed a big project or are approaching a work anniversary. Just quick note to tell them you've noticed their hard work and you appreciate them.

Another approach might be to make a comment of appreciation during a one-on-one meeting with the employee.

Whatever your approach, the key is to not let too much time pass without giving employees recognition so that they continue to feel valued.



7

Work/Life Balance

When it's a problem:

There may be times when it's necessary for employees to work longer hours than normal. However, overall employees need to feel there is a good work/life balance. If they don't, they will become burnt out and resign from their position. Overworking employees may initially improve the bottom line, but it will ultimately lead to higher turnover cost and lower productivity.

What can you do?

Look at your company culture.

Do you encourage employees to use vacation time to relax and refresh?

Do you offer flexible hours and scheduling for those who have other responsibilities in their personal lives?

Working hard is important. But encouraging employees to also play hard and maintain balance between work and their personal lives will benefit your organization by keeping your employees happier and more productive.



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For more information on how Pinnacle Solutions can help with recruiting, please contact us: thepinnaclesolutions.com/contact or call 317-423-9143.



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