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The top 8 reasons why staff leave.

Australia is facing a shortage of skilled labour. When the supply of staff dries up the focus often turns to retention. But the first step is to understand why the people that you want to stay, choose to move on?

Very few people will reveal the whole truth about why they leave an employer. Partly they don't want their previous employer to think badly of them or they don't want to hurt anyone's feelings, and for others, it's just not worth getting into it. However, there is almost always a catalyst for change. It might not always be the employer but it is very rare that it is simply a case of "it's just time".

1. Change in leadership

Leadership vacuum or concern about the impact of the change in leadership.

2. Work not challenging

This is the other classic reason for leaving apart from the "its just time" comment. The employee feels as if the business has nothing left to offer.

3. Conflict with a supervisor

Your business can have the best retention policies and strategies in place but a conflict between a manager and subordinate is immediate and damaging.

4. Change in business dynamics

Each business is generally made up of smaller sub groups. These might be based on age, gender, professional status or cultural identity. The loss of a popular team member from one of these groups will be more deeply felt by their subgroup and may result in the loss of additional staff.

5. Unfavourable change in responsibilities

Changes in team structures, reallocation of resources, or taking on new assignments that are not within the skills set, or comfort level of the employee.

6. Life work balance issues

Retention is about mutual respect for priorities. The employer respecting the employees personal responsibilities and employees recognising that they have corporate responsibilities. Both need to be fulfilled.

7. Poor recruitment

Professional or cultural misfits. Ever hired Mr Right Now rather than

Mr Right?

8. Lack of recognition for perceived value

The employee feels overlooked or feels opportunities that were held out have not been delivered.

Sometimes, it's not all bad

We've all had them; that employee who is the cultural and professional misfit. Decisive action when there is a poor fit can improve team morale and cohesiveness.

WE CAN HELP!

For more information about how the Forsyths team can help you with your staffing matters or to attend one of the upcoming Human Resource Service seminars please contact your local office today.

The material and contents provided in this publication are informative in nature only. It is not intended to be advice and you should not act specifically on the basis of this information alone. If expert assistance is required, please contact your local Forsyths office.

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