

Three reasons employees resign

And how employers can encourage them to stay

Millions of employees are planning to switch jobs this year.

According to a recent survey¹, one in four workers are preparing to look for new opportunities once the pandemic has subsided.

Staff turnover is expensive. It puts productivity and knowledge at risk and incurs new hiring, training, and onboarding costs.

Here are some ways employers can improve employee retention.

Why do workers quit?



1

LACK OF RECOGNITION

Nearly a third (**29%**)² of employees leave their job because of a perceived lack of appreciation, according to Personio.

Ensure employees never feel undervalued: certification programs can help employees feel employers recognize their achievements as they develop new skills.

2

LACK OF CAREER DEVELOPMENT

According to Gallup³, only **45%** of employees “strongly agree” that their employer cares about their wellbeing, where career growth is an essential component.

Lead and inspire workers: assessments, such as skills tests, enable managers to diagnose and support employee learning needs to help employees reach their full potential.



3

MISMATCHED COMPANY CULTURE

46% of employees feel less connected to their company⁴, according to Achievers Workforce Institute.

Adapt the hiring process: pre-hire assessments can help employers test if candidates have the right attitude to fit seamlessly into the culture.



Visit our website to learn how Questionmark can support staff retention
[questionmark.com](https://www.questionmark.com)

Or book a demo of our assessment platform

¹ “Increasingly, Workers Expect Pandemic Workplace Adaptations to Stick.” Prudential, 6 Apr. 2021, news.prudential.com/increasingly-workers-expect-pandemic-workplace-adaptations-to-stick.htm

² “Post-Pandemic Talent Exodus Could Cost up to £17 Billion for Businesses in UK and Ireland.” Personio and Opinium, 13 May 2021, personio.com/blog/post-pandemic-talent-exodus-could-cost-up-to-17-billion-for-businesses-in-uk-and-ireland

³ Harter, Jim. “COVID-19: What Employees Need From Leadership Right Now.” Gallup.com, Gallup, 20 July 2021, gallup.com/workplace/297497/covid-employees-need-leaders-right.aspx

⁴ Achievers. “Workforce Institute 2021 Engagement and Retention Report.” Achievers, 10 Mar. 2021, achievers.com/resources/white-papers/workforce-institute-2021-engagement-and-retention-report