

Five reasons people quit their jobs (and what you can do about it)

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Employees come and go. But one thing remains the same: You want to keep good staff. Workplaces depend on their talented, hardworking employees.

Sometimes staff members leave because something better comes along. But sometimes they leave because they're unhappy. Here are some top reasons people feel unhappy enough to quit their jobs and suggestions on what you can do:¹

1. They don't feel valued

65 percent of employees who want to leave their jobs say they don't feel like their employers value them. People want to feel like their work is appreciated. But they also want you to value their work-life balance.

Find ways to show your staff they matter. Tell them their work is appreciated. Recognize a job well done. And encourage self-care.

2. Poor management

Maybe you've heard the phrase, "People leave managers, not companies." Sometimes people get promoted for being great workers but they lack management skills. And 37 percent of workers don't think their managers are doing a good job.

If you're a manager, take time to hone your leadership abilities. If you hire a new manager, provide that person with training. Find out what your team needs from a supervisor and strive to deliver.

3. Too much to do

Employees listed "work expectations during off-time" as one of their top five deal breakers when it came to leaving a job. Overly-large workloads for lengthy periods of time can lead to burnout, performance issues and chronic stress. And it's often your best employees who get the most work.

Be sure to check in with your staff. See how you can manage their workloads. Support initiatives that improve productivity and decrease stress. And make sure everyone on your team is pulling their weight.

4. Feeling like they've hit a dead end

Good employees want the opportunity to grow and advance. If you can't offer that, they'll look elsewhere. In fact, 22 percent of people who don't see the option for career development will look for another job. And 36 percent have felt overlooked for a promotion.

Cultivate the talent on your team and look for internal positions for people. If you have people who aren't ready to promote right now, that's okay. Provide training and mentoring so they're qualified the next time an opportunity becomes available.

5. A crisis of trust

90 percent of employees rank trust, honesty and fairness as the qualities they most value in the workplace. And 80 percent say they would quit because of a "lack of trust."

Employees want to trust you and they want you to trust them to do their jobs. So be transparent with your purpose. Avoid micromanaging. Studies show that the more educated your staff, the more they want to work autonomously. Let your employees know about your larger goals and then set them free to be creative and innovative.

Turnover happens. But with strong leadership, communication and talent management, you can retain employees who are happy and productive.

¹ The 10 Reasons People Really Quit Their Jobs. Available at: recruitloop.com/blog/why-do-people-quit-their-jobs/. Accessed January 27, 2016.