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5 COMMON REASONS WHY PEOPLE QUIT THEIR JOBS

Article from [Revalsys Technologies](#)

This article explains about the common reasons why people quit their jobs

It's quite natural that not everyone is happy in their job—some don't enjoy their job, some constantly look for better opportunities, some will be looking for their dream position, some may want to take a break from work, quarrel with colleagues, disagreement with the boss etc. Turnover is one such management problems which prove to be costly affair to the companies. There is variety of reasons for which people quit their jobs. But most of the reasons due to which employees leave their job are under the control of the management.

In order to prevent people from leaving their jobs, it is necessary for companies to analyse the fact why people leave their job. Doing this will help companies to retain their employees with them. However, there are some common reasons why people quit their jobs. Find below a few of them:

- **Poor communication**

Lack of communication is one of the important reasons for people leaving their job as it can cause disengagement quickly. As communication is a two-way process, it is necessary for the employees to give and receive information. When you have a continuous feedback process, it integrates both planning and learning systems. It is very critical in improving employee engagement.

- **Lack of vision**

Unless the employees have a clear vision about the company's goals and know whether they are heading towards good, employees don't remain in an organisation for longer. When the management communicate with the employees regarding the company's vision in real time, they feel themselves to be part of the company and that they're valued.

- **Relationship with boss**

It's not necessary to be friends with the boss, but it's important that the boss have a good relationship with their employees. A bad boss is another important reason for employees quitting their job. As boss is an integral part of the employees work life and indulges in one-to-one meetings with employees, provides feedbacks and directions etc., bosses need to play well with their employees. Having a good relationship improves confidence level of employees, commitment and employee engagement.

- **Lack of trust**

When employees lack trust on the management, it has serious effects on employee engagement and productivity. So, it necessary that the management induces the trust factor in the work environment and treat all employees equally. Make sure that you provide trainings to employees whenever needed, maintain transparency in workplace and appreciate their work. When the employees feel that they can trust the management, employee retention also becomes higher.

- **Employees not empowered**

Employees don't love being micro-managed by their bosses. It is necessary for the bosses to learn that leadership don not equate to absolute control. In fact, good leaders know very well how to take the team forward without micro-managing. They know that the main focus should be given on support and guidance. When the employees feel themselves to be empowered to take initiatives, they are likely to become more productive, creative and happy with their role.

Conclusion:

As turnover is a pretty big issue in business these days, it's necessary that you find ways to keep your employees engaged, motivated and satisfied. You can incorporate leadership and different programs that help in establishing real-time communication, motivate employees, provide emotional intelligence exercises, and provide opportunity for continuous feedback and opportunities.



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