

What factors might prompt employees to leave for a different organization?

One in three employees say the factors that attract them to a job or organization have changed since the pandemic.

Overview

Many employees have been rethinking their relationship with their workplace in the wake of the pandemic. The increased competition for top talent has HR leaders evaluating their employee value proposition to attract and retain high performers. To prevent voluntary employee turnover, organizational leaders are increasingly asking why employees might leave their organization?

Research Findings

Our research found that pay is the #1 attraction factor that might cause employees to jump ship. However, highly engaged employees are 3.8x less likely to say they would leave for a better organizational culture and 2.1x less likely to say they would leave for more meaningful work compared with employees not highly engaged. This might indicate that engaged employees already find meaningful work and a better organizational culture that drives their engagement at their current workplace.

Recommendations

- Create an employee value proposition that is competitive in the talent marketplace and ensure that you are paying your workforce fairly.
- Connect employees to the purpose and meaning in their work by demonstrating how their efforts contribute to the organization's mission and success.
- Build a positive organizational culture that is designed for employee retention by focusing on flexibility, career growth and development, and meaningful work.

Top Factors Employees Would Leave For

