



ZENHR WHITEPAPER | JULY 2019

# Top Deal Breakers

that push your employees to walk away  
and what to do about it

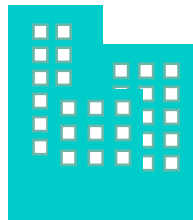


Employee retention is very important to the growth and success of your company, and every time a good employee leaves, your company suffers. Did you know that **the cost of replacing an employee can go up to the total yearly salary of the departing employee?** That's why it is very important to know the exact reasons that push your employees to leave so you can start working on fixing those issues as soon as possible.

## THE TOP 5 REASONS WHY EMPLOYEES LEAVE



Long and unpredictable hours



The company environment



Vague expectations



Not getting along with coworkers



Your boss doesn't trust you

Paychex just completed a study of over 1,000 employees seeking to understand what motivates employees to find another job. The core finding is brutally simple and equally brutal on an employee's sense of company loyalty.

**59%**

of employees say if their company insults them, they will no longer be loyal.

REASON #1

## LONG, UNPREDICTABLE HOURS

According to an Akhtaboot Survey on Employees' Work-Life Balance in the Middle East, **95% of respondents said that they would leave their current job for one that provides better work-life balance.** Juggling a career and personal life all at once can be quite challenging and HR managers need to be aware of that. 9-to-5 working hours are quickly becoming obsolete, and there are many alternatives to meet the changing demands of the modern workplace. Consider introducing remote days, flexible working hours, summer hours, job-sharing, full-time remote work, a compressed workweek, and even compressed days. Of these many options, flexible hours and telecommuting are by far the most popular.



**REASON #2**

## **THE COMPANY ENVIRONMENT**

Aside from the job scope itself, the working environment is a major factor that significantly influences how your employees perceive your company. Work environment is all about the employees' daily interactions with co-workers, managers, company culture, personal development opportunities and much more. A hostile work environment where unwelcome comments or conduct based on gender, race, nationality, religion, disability, age, or any other personal characteristics can push your best employees to give you the boot.





### REASON #3

## VAGUE EXPECTATIONS

Managers have the ability to view each employee's goals as part of the wider company strategy and big picture. However, by not being fully involved or filled in on the company-wide strategy, employees won't have any connection with their goals and they will struggle to break it down into actions. Over time, your employees will start feeling distracted and demotivated. For example, if employees see an objective directing them to "Build the company's brand equity," and they don't really know what that means or how to accomplish this goal, they will have a hard time committing to it.



**REASON #4**

## **YOUR BOSS DOESN'T TRUST YOU**

Working for a micro manager who controls every single aspect of your job can be excruciating to tolerate. While employees can still succeed to work for an incompetent manager who is willing to learn or a manager who does mistakes but takes accountability for them, they can never get anywhere working for a manager who can't trust them.





#### REASON #5

## NOT GETTING ALONG WITH COWORKERS

Annoying people can be found anywhere, but there's one you can't get away from and that's the co-worker from hell. Unfortunately, you don't get to choose your coworkers and having to deal with difficult colleagues is never easy as it can affect your productivity and job satisfaction. It won't be long until you start to lose focus because your mind will become preoccupied with what to expect next from that difficult colleague.

# THE EMPLOYEE EXPERIENCE IS HERE - AND IT'S MORE IMPORTANT THAN YOU THOUGHT

**Employee Experience** has become a common term for everything in HR. All the programs that companies invest in such as: employee engagement, diversity and inclusion, leadership development, and performance management, are all part of the employee experience. So in other words, Employee Experience is not a **program**, it's a **company mindset**.

*So what makes an impeccable Employee Experience?*

## THE IRRESISTIBLE ORGANIZATION: A COMPLETE EMPLOYEE EXPERIENCE



Meaningful  
Work

Autonomy

Selection  
to fit

Small  
teams

Time  
for slack



Hands-on  
Management

Clear goal  
setting

Coaching &  
feedback

Leadership  
development

Modern  
performance  
management



Productive  
Environment

Flexible work  
environment

Recognition  
rich culture

Open flexible  
work spaces

Inclusive  
diverse culture



Growth  
Opportunity

Facilitated  
talent mobility

Career growth  
in many paths

Self & formal  
development

High impact  
learning culture



Trust  
In Leadership

Mission &  
purpose

Investment in  
people, trust

Transparency &  
communication

Inspiration



Health  
& Wellbeing

Safety &  
security

Fitness &  
health

Financial  
wellbeing

Psychological  
wellness &  
support



# Looking to Take your Employee Experience to the Next Level?

**Request a Live Demo**



## It's Good to Talk.

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