# Reasons why employees quit their Job

Every company wants to embrace their best employees for as long as possible, yet best employees are frequently one of the first to leave their job. This is costly and unruly to the company and distresses the other employees on their teams as well.

Employees quit their job for so many reasons. It's hard to predict a specific one or two reasons. Many peoples think that money is the origin of employees to quit a job. But statistics say that only 12 percent of employees quit their job due for they want more money.

Now we will discuss the common reasons why employees want to leave a job.

# 1.Heavy Workload:

Over workload is the main reason for the maximum employees to quit their job. It's usual that you will always want your top-performing employees are doing extra work for your business. It's fine, but you have to find a balance between the extra work and overwork. If you always want your top-performing employees to do more and have greater tasks, then they will be exhausted day by day.

Nothing is more annoying to a top performer employee than consistently being given extra work. In the end, they want to quit their job.

# 2. Not being valued or recognized

Studies and statistics have shown that employees feel bad when they are not valued for their good work. A lack of recognition can affect an employee to quit the job. Every owner of a company needs to appreciate their employee's good work. If employers give value to their employee's good work it will gradually boost-up the employees confident. They will become more loyal, dedicated to the company.

# 3. Work Flexibility

A record number of employees assume a more flexible schedule nowadays. Today’s employees are not looking for a typical 8 hours per day work engagement that involves them to be in the office every day. If a company offered them a more compassionate arrangement, employees would likely want to grab it by both hands.

Statistics refer, 82 percent of employees become more loyal towards their job if they get a flexible job.

# 4. Company Culture:

Constructive company culture is key for both employees and employers. In this modern-day, employees don’t want to feel like they belong in their workplace. However, not all companies achieve a convivial environment. Almost 47 percent of employees blame company culture as their main reason for quitting a job.

To guarantee your employee's sense fulfilled and secure at work, willingly communicate with them and inspire them to deliver true feedback. If they have problems, don't just say you'll solve them take action immediately.

# 5. Lack of Opportunities:

Most of the employees accept a job offer in the hope that they will get opportunities in the future to develop their skills. But when they find that their skill is not improving or they are not getting enough opportunities to develop their skills, they become hopeless and they search for a better job where they will get opportunities to develop their skills.

# 6. Bonus:

Maximum employees work hard at their jobs, for two specific reasons. Firstly, they want the company to reach new elevations and secondly, they would like to get observed by the owners and management team in the company. As we all know, the present day's money speaks louder than gifts or words. As the owner of a company, you are assured to know that employee bonus plays a boundless role in increasing or decreasing employees work performance. So, you need to give a bonus to the employee’s great work. You also can start a program like ‘employee of the month’, that will make healthy competition among the employees in the workplace.

There are plenty of reasons for employees to leaving a job but those are the main reasons. If you are an owner, you must have to maintain those things. It will help you to retain your best talents for a longer period. In the long run, your company will be a role model for everyone.