



The 7 Hidden Reasons Employees Leave: How to Recognize the Subtle Signs and Act Before It's Too Late

Leigh Branham

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People are four times more likely to leave a job because of something going on in the office than for an outside opportunity. Yet most managers blame employee turnover on the lure of other companies. . . even when the real factors are well within their control. Based on research performed by the prestigious Saratoga Institute, *The 7 Hidden Reasons Employees Leave* provides readers with real solutions for the costly problem of employee turnover. Now incorporating the results of the author's "Decision to Leave" post-exit survey, the second edition features new research in employee engagement as well as innovative best practices for engaging and retaining in a down economy. Readers will learn how to align employee expectations with the realities of the position, avoid job-person mismatches, and provide feedback and coaching that breed employee confidence. The book examines factors such as manager relationships, lack of trust in senior leadership, company culture and integrity, salary and benefits, and more—revealing what can be done to hold on to the people who provide the most value to the organization.

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