

Zoomerang Survey Results

Decision to Leave Survey

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Response Status: Completes | Partial

Filter: No filter applied

May 14, 2009 2:34 PM PST

1. From the choices below, select your industry:		
Agriculture, Forestry, and Fishing	40	2%
Mining	61	4%
Construction	189	11%
Manufacturing	290	18%
Transportation, Communication, Utilities	152	9%
Wholesale Trade	36	2%
Retail Trade	130	8%
Finance, Insurance and Real Estate	189	11%
Services	410	25%
Public Administration	123	7%
Education	36	2%
Total	1656	100%

2. From the choices below, select the size of your employer by the number of employees in the organization as a whole:		
Less than 100	515	31%
101 to 500	405	24%
501 to 1000	162	10%
1001 to 5000	242	15%
5001 to 20000	151	9%
More than 20000	191	11%
Total	1666	100%

3. From the choices below, select the size of your employer by the number of employees in your work unit:		
Less than 10	592	36%
11 to 50	633	38%

51 to 100	186	11%
101 to 500	163	10%
501 to 1000	53	3%
1001 to 5000	29	2%
More than 5000	9	1%
Total	1665	100%

4. From the choices, below, please select the one that best describes the type of job you held with your former employer:

Hourly	296	18%
Salaried	778	47%
Commissioned	37	2%
Supervisor/Manager	376	23%
Executive	113	7%
Other, please specify	67	4%
Total	1667	100%

5. From the choices below, please select the one that best describes the area in which you worked for your former employer:

Accounting & Finance	228	14%
Engineering & Technical	332	20%
Human Resources	139	8%
Industrial Sales & Supply Chain Management	63	4%
Information Technology	196	12%
Legal	49	3%
Sales & Marketing	243	15%
Office Personnel	159	10%
Other, please specify	256	15%
Total	1665	100%

6. How long did you work at your former employer?

Less than 30 days	29	2%
30-60 days	43	3%
60-90 days	34	2%
3-6 months	102	6%
6 months to 1 year	215	13%
1-2 years	312	19%

2-3 years	251	15%
3-5 years	280	17%
5-10 years	253	15%
10-15 years	87	5%
15-20 years	35	2%
20+ years	29	2%
Total	1670	100%

7. From the list below, please check up to but no more than five (5) factors that first caused you to start thinking seriously about leaving your organization:

Lack of work-life balance	271	18%
Excessive workload	248	17%
Not having needed resources	229	15%
Insufficient pay	440	30%
Unfair pay practices	173	12%
Lack of trust in senior leaders	535	36%
Lack of teamwork among co-workers	238	16%
Uncertainty about future of company	256	17%
Excessive travel demands	42	3%
Unhealthy/undesirable culture	400	27%
Inflexible work arrangements	93	6%
Lack of opportunity for training and development	288	19%
Unsatisfactory benefits	93	6%
Pay not based on performance	208	14%
Lack of encouragement for new ideas	160	11%
Uninteresting or unchallenging work	261	18%
Uncertainty about job security	138	9%
Desire to relocate	113	8%
Spouse/partner relocation	39	3%
Decision to change careers	122	8%
Unexpected job/career opportunity	154	10%
Lack of clear expectations	153	10%
Lack of concern for development	161	11%
Lack of open communication	222	15%
Unfair treatment	286	19%
Lack of focus on productivity	50	3%
Spend more time with family	49	3%
Family emergency/illness	26	2%
Start a business	31	2%
Desire to return to school	52	3%
Retirement	9	1%
Negative relationship with coworker(s)	121	8%
Lack of feedback	58	4%
Lack of recognition	247	17%
Lack of honesty/integrity/ethics	321	22%

Lack of focus on quality	77	5%
Lack of encouragement of input or ideas	108	7%
Start a family	9	1%
Inheritance/monetary windfall	3	0%
Other, please specify	198	13%

8. If you would like to elaborate on your responses in question #7, please enter your comments here:

452 Responses

9. How did you choose to handle the situation before deciding to leave your employer (check all that apply)?

Voiced my concern to my manager	773	53%
Voiced my concern to someone higher up	425	29%
Voiced my concern to Human Resources or Employee Retentions staff	241	16%
Chose not to voice my concern	263	18%
Waited for things to change for the better	290	20%
Other, please specify	178	12%

10. To what extent did your thoughts of leaving your employer cause you to give less effort in your job?

A great deal	206	14%
Somewhat	291	20%
To a small extent	289	20%
Not at all	685	47%
Total	1471	100%

11. How long was it from the time you first started thinking about leaving until the time you actually left your employer?

Less than 30 days	251	17%
30 to 60 days	319	22%
3 to 6 months	450	30%
6 months to 1 year	283	19%
1 to 2 years	126	9%

2 to 3 years	32	2%
3 to 5 years	11	1%
5 to 10 years	5	0%
10 or more years	2	0%
Total	1479	100%

12. What could your employer have done differently to cause you to change your mind and stay?

Agreed to try to change the situation	314	21%
Successfully change the situation	558	38%
Nothing could have been done to change the situation	599	41%
Total	1471	100%

13. Was there a turning point in your final decision to leave your employer?

Yes	654	47%
No	730	53%
Total	1384	100%

14. Did you actively seek employment while still employed?

Yes	1056	72%
No	409	28%
Total	1465	100%

15. When you left your employer, had you already accepted a job with another employer?

Yes	817	56%
No	652	44%
Total	1469	100%

16. If no, did you have other sources of income to fall back on?

Yes	382	45%
No	474	55%
Total	856	100%

17. When you announced you were leaving, did you tell the truth about why?

Yes	1146	78%
No	314	22%
Total	1460	100%

18. When you announced you were leaving, how did your employer respond (check all that apply)?

Shock	342	23%
Disappointment	546	37%
Anger	188	13%
Was not surprised	298	20%
Was happy for me	278	19%
Agreed that the situation was intolerable	125	8%
Made no effort to change my mind	456	31%
Asked what it would take to keep me	261	18%
Asked me to reconsider	316	21%
Accepted it, because nothing could be done to change things	446	30%
Told me he/she would like me to consider future re-employment	257	17%
Other, please specify	140	9%

19. What specifically, if anything, did your employer offer to do to keep you?

Promised to try to make things better	226	26%
Raise pay	195	23%
Change working conditions	121	14%
Change the work itself	63	7%
Other, please specify	420	49%

20. What is the main thing that attracted you to your new employer?

1187 Responses

21. Please choose the one of the following that best describes your motivation to leave your organization.

Motivated more by my dissatisfaction or desire to leave than by the attraction or availability of an outside opportunity.	725	51%
Motivated more by the attraction or availability of an outside opportunity than by my dissatisfaction or desire to leave.	258	18%
Equally motivated by my dissatisfaction or desire to leave and the attraction or availability of an outside opportunity.	448	31%
Total	1431	100%

22. Looking back, do you feel you made the right decision?

Yes	1217	83%
No	43	3%
Not Sure	128	9%
Additional Comment	83	6%
Total	1471	100%

23. Please indicate your age by selecting one of the following:

Under 24	59	4%
25 to 23	62	4%
25 to 33	314	21%
35 to 44	508	35%
45 to 54	393	27%
55 to 64	126	9%
65 and over	4	0%
Total	1466	100%

24. Please indicate your gender:

Male	813	56%
Female	651	44%
Total	1464	100%

25. Please indicate your geographical location:

British Columbia	300	21%
Alberta	416	29%
Saskatchewan	24	2%
Manitoba	291	20%
Ontario	301	21%
Quebec	31	2%
Newfoundland & Labrador	6	0%
New Brunswick	4	0%
Nova Scotia	46	3%
Prince Edward Island	0	0%
Yukon	0	0%
Northwest Territories	2	0%
Nunavut	0	0%
United States	32	2%
Total	1453	100%