

# Zoomerang Survey Results

## Manager/HR Survey on Motivations for Employee Turnover

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Response Status: Completes

Filter: No filter applied

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1. From the choices below, select your industry:		
Agriculture, Forestry, and Fishing	6	2%
Mining	6	2%
Construction	16	6%
Manufacturing	31	12%
Transportation, Communication, Utilities	29	12%
Wholesale Trade	11	4%
Retail Trade	16	6%
Finance, Insurance and Real Estate	35	14%
Services	77	31%
Public Administration	18	7%
Education	6	2%
<b>Total</b>	<b>251</b>	<b>100%</b>

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	54	21%
101 to 500	68	27%
501 to 1000	26	10%
1001 to 5000	50	20%
5001 to 20000	30	12%
More than 20000	27	11%
<b>Total</b>	<b>255</b>	<b>100%</b>

3. From the choices below, select the size of your employer by the number of employees in your work unit:		
Less than 10	92	37%
11 to 50	78	31%

51 to 100	30	12%
101 to 500	37	15%
501 to 1000	7	3%
1001 to 5000	6	2%
More than 5000	2	1%
<b>Total</b>	<b>252</b>	<b>100%</b>

**4. From the choices below, please select one that best describes your current job level:**

First-line supervisor	7	3%
Hourly	3	1%
Middle manager	52	21%
Salaried Non-Exempt	18	7%
Executive	13	5%
Salaried Exempt	15	6%
Supervisor/Manager	75	30%
Senior Executive or General Manager	39	15%
Executive	9	4%
Other, please specify	21	8%
<b>Total</b>	<b>252</b>	<b>100%</b>

**5. From the choices below, please select the one that best describes the area in which you now work:**

Accounting & Finance	49	19%
Engineering & Technical	9	4%
Human Resources	113	44%
Industrial Sales & Supply Chain Management	9	4%
Information Technology	19	7%
Legal	5	2%
Sales & Marketing	21	8%
Office Personnel	4	2%
Other, please specify	25	10%
<b>Total</b>	<b>254</b>	<b>100%</b>

**6. How big of a problem is voluntary employee turnover for your organization (check one)?**

A big problem - out of control with extremely adverse impact on business objectives	3	1%
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A problem, with significant adverse impact on meeting business objectives	25	10%
A problem, but a manageable one	60	24%
A problem for retaining our most valued employees	23	9%
Somewhat disruptive at times, but not really a problem	93	36%
No problem at all - most employees are satisfied	49	19%
Other, please specify	2	1%
<b>Total</b>	<b>255</b>	<b>100%</b>

**7. From the list below, please check the five (5) factors that you consider the greatest contributors to voluntary employee turnover in your organization.**

Lack of work-life balance	67	26%
Excessive workload	65	25%
Not having needed resources	38	15%
Insufficient pay	92	36%
Unfair pay practices	11	4%
Lack of trust in senior leaders	45	18%
Lack of teamwork among co-workers	19	7%
Uncertainty about future of company	49	19%
Excessive travel demands	12	5%
Unhealthy/undesirable culture	29	11%
Inflexible work arrangements	20	8%
Lack of opportunity for training and development	66	26%
Unsatisfactory benefits	14	5%
Pay not based on performance	33	13%
Lack of encouragement for new ideas	6	2%
Uninteresting or unchallenging work	49	19%
Uncertainty about job security	33	13%
Desire to relocate	23	9%
Spouse/partner relocation	16	6%
Decision to change careers	68	27%
Unexpected job/career opportunity	75	29%
Lack of clear expectations	27	11%
Lack of concern for development	29	11%
Lack of open communication	29	11%
Unfair treatment	7	3%
Lack of focus on productivity	7	3%
Spend more time with family	20	8%
Family emergency/illness	11	4%
Start a business	5	2%
Desire to return to school	29	11%
Retirement	36	14%
Negative relationship with coworker(s)	22	9%
Lack of feedback	15	6%

Lack of recognition	35	14%
Lack of honesty/integrity/ethics	12	5%
Lack of focus on quality	7	3%
Lack of encouragement of input or ideas	13	5%
Start a family	18	7%
Inheritance/monetary windfall	0	0%
Other, please specify	27	11%

**8. Please choose the one of the following reasons that best describes the motivation of most departing employees when they decide to leave your organization:**

Motivated more by their dissatisfaction or desire to leave than by the attraction or availability of an outside opportunity.	40	16%
Motivated more by the attraction or availability of an outside opportunity than by their dissatisfaction or desire to leave	129	51%
Equally motivated by their dissatisfaction or desire to leave and the attraction or availability of an outside opportunity.	84	33%
<b>Total</b>	<b>253</b>	<b>100%</b>

**9. Please indicate your geographical location:**

British Columbia	32	13%
Alberta	71	29%
Saskatchewan	3	1%
Manitoba	32	13%
Ontario	80	32%
Quebec	3	1%
Newfoundland & Labrador	1	0%
New Brunswick	4	2%
Nova Scotia	18	7%
Prince Edward Island	1	0%
Yukon	0	0%
Northwest Territories	0	0%
Nunavut	0	0%
Unites States	2	1%
<b>Total</b>	<b>247</b>	<b>100%</b>