

# Job Insecurity Prompts 37% of Employees to Seek New Career Paths



A survey conducted in the middle of 2023 shows that over 96% of employees are looking for work. Over 6.5 million workers in the UK plan to leave their current positions in search of better ones, according to data from the CIPD.

In an environment where it's getting harder and harder to find talent for your team due to a skills shortage, understanding how to increase your chances of keeping employees on board is essential.

The first step to addressing high talent turnover is comprehending why employees initially quit their positions. We will examine the top reasons workers hunt for [new jobs today](#) and some solutions.

## Top Reasons Employees Seek New Jobs:

**#1 - Insufficient Opportunities for Career Growth:**



All workers, regardless of industry, desire to see chances for professional advancement. It could entail advancing into higher-paying positions and taking on additional work responsibilities. Regretfully, just 48% of workers in 2023 stated they believed their present workplace offered an opportunity for promotion.

The most excellent method to help employees envision a future with your firm is to create clear succession plans demonstrating growth potential.

### **#2 - Insufficient Pay and Benefits:**

Today's employees demand and expect to be compensated fairly for their work. Many workers know they can raise their pay even faster than inflation.

Your team members will likely look elsewhere if you don't pay them what they're worth or improve the deal with the correct benefits, including paid time off and remote or flexible working. Make sure you evaluate the employment market regularly to determine a reasonable wage plan for your personnel.

**Also Read:** [7 Perks of Hire Workers Over 50](#)

### **#3 - Lack of Work-Life Balance:**

The chance of having a poor work-life balance is rising after the pandemic. Due to remote and hybrid work, employees need help distinguishing between their personal and work lives.

Team members, however, need to prepare more than before to put up with a persistently wrong work-life balance for an extended period.

Employers and company executives should encourage team members to take care of themselves, take time off, and remove from the workplace when needed to reduce turnover and prevent burnout.

#### **#4 - Toxic Culture at Work:**



A lousy work culture may prevent potential recruits from joining your organisation and cause current team members to look for other opportunities or quit. According to one study, employee turnover is 50% higher when employees feel alienated. Prioritise creating a welcoming, courteous, and cooperative environment where unfair treatment, harassment, and discrimination are successfully dealt with.

#### **#5 - Limited Education and Training:**

Employees want to advance in their positions and make sure they have opportunities to learn new competencies. Approximately 94% of team members claim they would work for a company longer if it allowed them to advance.

One of the best ways to lower turnover and boost employee engagement is to fund learning and development initiatives. Additionally, it ensures that you can provide employees with the upskills they require to succeed.

#### **#6 - Poor Leadership and Management:**

Good leadership has always been essential for keeping employees on board. Workers who believe they lack managerial support frequently look for other employment opportunities. According to a survey, 75% of employees who voluntarily quit their jobs do so due to a subpar boss.

Reducing employee turnover can be achieved by identifying the management and leadership philosophies that best suit your team and training your leaders on how to apply them.

**Also Read:** [A Comprehensive Guide to Managing Apprentices and Junior Staff](#)

#### **#7 - A Better Balance Between Work and Life:**



Workers in the field usually have difficulty juggling their employment with demanding personal obligations. However, many team members have discovered that they can always leave their positions to find a better fit in light of the pandemic and the rise in remote and hybrid work.

Employee turnover can be reduced by collaborating with them to meet their requirements. For example, give workers flexible schedules, four-day work weeks, or the option to work from home when needed.

### **#8 - Breaking Away from the Company Values:**

Employees nowadays are searching for a greater purpose in their work. They are eager to collaborate with businesses that share their beliefs because they want to feel they are making a positive difference in the industry. They would quit their current job searching for one where the company shares their values.

Talent retention depends on your ability to comprehend your staff members' values and how simple it is for them to understand your company's goal and vision.

#### **Conclusion:**

Leaders in charge of businesses must be aware of the telltale indications and symptoms of exhaustion and take the necessary steps to deal with the issue whenever it arises. It may include providing counselling, direction, and assistance for both physical and emotional [health](#).

Even if you can't promise that your employees will always stay in your company for better perks or bonuses, knowing why they do so is a brilliant place to start. You may take action to prevent turnover in your organisation once you are aware of what drives it. For more details about staffing service in London, contact [Staff Flex](#).

**Original**

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