



## Why employees stay

The following table lists some of the core reasons revolving around the job itself, the workplace culture, personal reasons and the external environment that influence employee decisions to go or to stay in their current workplace.

Job	Culture	Personal	External
Challenging, interesting and meaningful work	Management perceived as competent	Match with personal and family commitments	Economic climate - how readily available other jobs are
Meets expectations in terms of salary and conditions	Supportive leadership and management style	Geographic location	Competition from other industries
Offers training to upgrade skills in their workplace	Meets expectations in terms of co-workers	Confidence in own marketable skills and experience	Past good and bad employment experiences
Offers of career development and opportunities	Provides recognition and rewards for good work	Age (fit with workforce)	Community view of industry, business and job
Good work can be identified and recognised	Gives a sense of security about the company	Health (impacts on and from the job)	
Status of the position (particularly for management and senior roles)	Company values match with personal values		
Leave and superannuation benefits			