

## Why are your top people are really leaving?

By Elizabeth Threadingham

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The People Analytics Team at Facebook recently conducted an employee exit survey from the previous six months to identify what the differences were from employees who exited the company and those who chose to remain.

The results from the research as discussed in the [Harvard Business Review](#) clearly indicates that people don't just quit their jobs, solely because of leadership or management of the organisation. It is in fact that they are resigning from the job itself.

People may in fact be leaving your organisation because the job they were interested in and were employed was in fact not what they expected, was not enjoyable, did not accurately reflect the job activities and role or they did not reach their current of future potential skills and strengths.

### **Next steps:**

To ensure that your organisation retains your top talent, PEMSET Solutions can provide position design and description development services to a range of organisations. By employing our services will significant support your organisation in the reducing the risk of poor hiring decisions, outdated role expectations and improving the workforce morale and culture.

PEMSET Solutions will facilitate with organisations to prepare for the change of positions nature, breath of accountabilities, change in technical or reporting relationships and specifications. At PEMSET Solutions we have access to a wide range of accountability statements and position descriptions from across various disciplines.

Once we have finalised the position description, PEMSET Solutions can provide additional services to formally evaluate this position in alignment with standard evaluation methodology frameworks.

It is recommended any organisation who are wishing to easily, effectively and reliably define, develop and evaluate positions and not utilise outdated generic positions to contact PEMSET Solutions at [info@pemset.com.au](mailto:info@pemset.com.au)

### **About:**

Elizabeth Threadingham is a highly qualified and experienced organisational designer and evaluator with extensive experience in position review, design, audit and improvements of organisational positions and structures. Visit [www.pemset.com.au](http://www.pemset.com.au) for more articles and resources to position evaluation and management.