

Sample Exit Interview Survey

Comments Listing

Please provide any further details explaining your reason(s) for leaving

I haven't been able to receive proper training here so I am going to go to university.

My supervisor is very much incompetent.

My new employer has already promised to give me the required training to perform my duties. I feel I am not able to move forward in my career here.

I am undertaking study to make a career change.

I know more than my supervisor and I am doing basically half his work for him without getting any reward for it.

I am moving to a corporation that cares about its staff.

The pay is not good enough compared to what I have been able to get elsewhere.

The pay and benefits at Dipolar were just not good enough compared to what I can get elsewhere.

Management is not interested in solving the problems of staff.

The role advertised had several key tasks left out.

There is too much of politics in our workplace and backroom favours being done so that only certain people can get ahead.

It is impossible for me to advance here. I don't know why this is the case but I have achieved a lot here and seen others that I feel are less capable move further ahead while I stay in the same position.

I was expecting a more research based role. This was not the case.

Even the induction to this company was very underdone and the training is often of poor quality or not relevant.

This company seems uninterested in spending any real money on training. It is costing production.

I was expecting the role to be a lot more challenging.

Some of my peers are incompetent and yet they receive a higher salary than me.

The quality of training is pathetic.

I have to do the work of my coworkers because they are either lazy or incompetent or both.

Many staff members play politics within our department and I have had enough.

Training was booked too late for me and so I couldn't work to the standards required by the company and hence lost any chance of getting my bonuses this past year.

I asked for pay increases in line with industry standards but my demands were not met.

I have worked at a few organisations but none that had such a poor attitude to training their staff.

I am going to do full time study.

I will be returning to school to complete my degree that I started part time.

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Please provide any further information about {NEWEMPNAME} that you feel is relevant

My new employer treats everyone based on performance and so I can have a real opportunity for advancement.

The benefits and the more interesting work and of course much better salary are very good at the new company.

The location of the new job is close to where I live and perfect for me so that I can take care of my children.

My new employer has work that appears to be much more interesting for me.

The new company is offering me more flexibility and won't be so demanding on my time.

I have a clear path for advancement with my new company.

There are many reasons that my new job will be great including being able to study part-time.

The new employer is providing child support facilities nearby which is a great benefit to me.

My new employer happens to be in the city that I am relocating to.

The salary and benefits at my new company are 2nd to none.

My new job is closer to home which is a big plus.

The salary is better at my new job but also I will have more opportunities for advancement.

There are many reasons why I wanted to get this new job. The location of the new job being close to home is one. There is a real commitment in the new company to encourage people to improve themselves and in doing so be able to advance within the organisation.

The medical benefits at my new employer are very impressive along with the salary.

The work at my new employer will be very challenging and interesting.

The salary at my new employer is much better than I can get elsewhere.

It appears that it will be a lot easier to get proper training and be able to advance within the new company.

The salary and benefits at my new employer will be a lot better.

I am able to get the sort of salary that I feel I am worth at my new employer.

The new job is located near to the university where I want to do some more study.

Please provide further details about your experiences in relation to training

I had trainers that would turn up late and their level of knowledge was not good enough.

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Training has been woeful ever since I started here 5 years ago.

My trainers were rude when I tried to question them about certain issues. I feel the overall quality of training that I received was very low.

The poor training was definitely a factor in me leaving the company.

Training is a joke. I'm sorry but this is one of the factors that has really made me look elsewhere.

There is not enough money spent on training our staff.

There was a mix up with training one week where the trainers went to the wrong location and so I didn't receive my training in time to complete a project that I was working on. This caused us to lose some clients.

I have never had a good training experience at this company.

The training that I have received has made me feel that you guys don't care about your staff.

The training has been relevant to my needs but often I received the training too late or the quality of trainer was not good enough.

I heard stories from others that training was below par and I found these stories to be true.

Training was always either performed too late and often either the trainer was not that great or the training was not all relevant.

The training I received was always booked without much warning and also the training I received was either JUST before I needed it or a little too late. This became very irritating because it occurred a few times when I have required training.

The level of training I received made me feel undervalued by the company.

In our department training needs an overhaul because I feel that receiving poor training hurt my ability to do my job well.

The induction was not that great and all training since then has been worse. The company needs to really spend some time and money on getting this right because it definitely was a factor in me leaving.

I don't know what it is like in the other departments but training here just doesn't seem to get any money thrown at it.

The induction was reasonable but since that training has been pretty useless to me and so I feel I haven't been able to improve myself within the company.

There hasn't been any real chances for me to progress within the organisation. I have performed well so by now I have expected to progress further than I have. I put this down to poor management.

Please provide further comments regarding the nature of your role

I really enjoyed the challenges and the responsibility I had here.

I made some decisions for a particular project and had a consensus about the issues in the meeting but later found that my decisions had been overridden by my manager. When I confronted him about this he didn't have sound reasons for doing so. This eventually cost the company some money and he then tried to put the blame back onto me.

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I had a good experience here but sometimes I felt my input was ignored.

Every time I have some input into a project someone else tries to take the credit for it.;

My job was very challenging and enjoyable. This was probably the best aspect of my work here.

About 20% of the tasks I had to perform were outside my job description.

I have felt that there have been too many restrictions on me as far as making decisions within my department.

The work was sometimes a bit repetitive. Especially for tasks where I did not felt were outside of my job description.

There were times when IT would try to get me to sort out my own and coworkers computer problems. I had the knowledge to take care of some of these problems but this was not what I was hired to do.

Too many tasks outside my job description which lead me to dislike the work.

The role wasn't varied enough to keep my interest

I couldn't believe some of the tasks that I had to perform. These were well outside the job description. Too many of my colleagues were trying to get me to do their work. I think it is a culture here.

The role was challenging but I felt my contributions and decisions were always 2nd guessed.

I felt like I might as well not turn up to some meetings because my input was seemingly ignored.

I was hired with the expectation that I would be taking on a lot of responsibility but have found that I'm not allowed to make decisions within my own team.

I enjoyed the work and found it challenging but there were too many tasks outside my job description. There was no indication that the work would be like this.

I wasn't able to pass on my experience. The other workers weren't interested.

Every decision I made was second guessed by someone. Even those below me.

Management didn't give me the time to pass on my experience.

My supervisor didn't allow me to pass on my experience. He gave me other tasks to perform and so I didn't really get a chance.

I thought that my role would be an important one but that after a while I realised that I wasn't taken seriously.

Please outline the skills that were underutilized and suggest what could have been done to make better use of these skills

I have great communication skills and could have been more use liasing with workmates and customers.

My negotiation skills were not utilised.

My organisation skills were basically unused.

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Some of my negotiation skills could have been used more.

My training skills were not utilised.

My skills were underutilized. I think my supervisor didn't realise what I was capable of and so gave me more mundane tasks.

My programming skills were not really used. I was told that they would be useful in the position.

I have done some website maintenance work but didn't get the opportunity to use these skills.

My communication skills were underutilized.

I could lead a team but haven't been given a chance.

I have managerial skills which were not utilised.

My networking and programming skills.

I wasn't able to make full use of my accounting skills

I have expertise in networking but did not use these skills.

Some of my accounting skills could have been put to use.

My communication skills were not used as much as they could have been.

My programming skills could have been used a lot more.

Some of my statistical skills were not used at all even though I volunteered on relevant projects.

I have managerial skills which were not utilised.

My communication skills. I felt I could have helped more in internal and external meetings.

I have good communication skills and perhaps could have helped trained other staff members.

Please add any extra information related to job performance and progress

My performance was fantastic but the opportunities to progress were pretty much non-existent.

My performance was probably not that good but I seemed to do ok getting promotions. I think if you get in well with the management here then you can do ok. But I think this will hurt the organisation in the long run.

The amount of work I had to perform outside my role made it difficult to do the work that I was supposed to do.

I felt that poor training has made it difficult for me to perform my duties to the best of my ability and so I couldn't progress here. The workplace was too political.

I felt my performance on the job was good but never got recognised for my good work.

My performance was fine but I was held back by my supervisor.

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My performance was good but my manager didn't see it that way and so I didn't really progress here. My talents were wasted.

I made very little progress here mainly due to the leaders within our company not paying attention to good quality work.

How can I work well when I don't receive the training on time and when I do get the training the work is

My performance was poor and so I didn't progress within the company. I put this down to the tasks that I had to perform were mostly outside my job description.

I felt my overall performance was great but I was not rewarded with promotion. I saw that others whom I felt were not as good as me seemed to get ahead.

"My performance on the job was recognised by my supervisor as being of very high quality. Yet, I did not progress much at all. I have a suspicion that my supervisor took a lot of the credit for my work."

It has been a difficult time here for me. Training was very poor and the result of that was poor performance by me on the job. I didn't have any incentive with no talk of progressing within the organisation.

How can I perform to my ability when I am not trained properly or on time.

I am satisfied with my performance but my progress was for some reason hindered.

I was quite happy with my performance and also my progression.

My performance was great. It is just too bad that my salary didn't match my performance.

I did well on the job and felt that I progressed reasonably quickly. But I think if there was better training then I could have done so much better.

My supervisor gave me tasks which were outside my skill set and didn't give me time to train properly

The level of training doesn't help performance. So it was difficult for me to progress in the company.

My performance was probably not so good but this was mainly due to poor training.

Please provide further comments regarding your salary and benefits

I am paid well and the hours are good. I haven't got any complaints about the salary.

I work long hours but my salary is not good enough for my efforts.

My pay is just not high enough and management has not listened.

The working hours were too much for the pay I was receiving.

I like working here but I haven't been able to budge my manager in terms of increasing my salary. So I have to move on.

I was promised pay increases for at least a year and I have had enough.

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I know that my pay compared to similar roles in other organisations was a bit low but I also discovered that my pay compared to some workmates was substantially lower. I felt my performance was just as good as these coworkers too.

I cannot seem to get a pay increase here and so I have found an increase at another organisation.

Looking at the profits of the company my salary should be increased.

Salary is just too low.

I have made good contributions to make some of the projects I have worked on great successes. My salary increases have been rather weak.

Salary is way too low and the medical benefits are also an issue.

Salary and benefits are all below par.

I am being paid \$20000 under what I can get elsewhere.

Salary is low and doesn't look like being improved. The medical benefits or lack of them is also a big problem for me.

I work long hours and management have not been flexible enough with rewarding my hard work.

Salary is the major factor in me leaving the company.

I can earn more elsewhere.

I receive a good salary compared to the industry standard but some coworkers get more and I don't see why.

Pay is reasonable but leave and medical coverage need improving. These were not the main factors for me leaving but they did contribute.

The medical cover is too weak. One of my coworkers had an accident on the job and wasn't properly covered.

My salary and performance are totally mismatched.

Please provide further comments regarding your employment conditions

Chairs in our office is an issue. I've thought about bringing in my own chair from home to have a good quality chair.

I'm quite happy with my new equipment and safety has never been a concern. Others are not so lucky as me.

Larger monitors need and I'm worried about lack of health and safety practices. Better chairs needed.

The computer I have to use is very slow and affects my productivity.

Management enforces safety well but won't provide us with the equipment we need.

Our office space is too cramped with too much paperwork littered over desks and walkways blocked with boxes of junk.

Computers are way too slow.

Management complains about our productivity levels dropping but won't replace our old computers.

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We need better resources to do our research and development.

There are some safety issues that I have raised but management hasn't listened.

I do technical support for the other asia pacific departments and overall the computers are quite slow. More money needs to be spent on this. Productivity is being affected.

My working environment is poor because the chairs we are provided are no good for people using a computer all day.

Poor office layout and the chairs need to be upgraded.

Workplace safety is not an issue but our equipment is out of date.

I'm working on a 15 inch monitor. It is just ridiculous the cost cutting on equipment which ends up hurting productivity and hence profits.

The safety and environment is fine but the computers we use are below par.

The computers should have been replaced a few years ago.

The computers are OK but we need faster computers.

I'm not satisfied with the work environment. Airconditioning doesn't work well enough. Chairs are pretty poor.

We can't seem to get the right equipment for our work. This leads to a drastic reduction in productivity.

The office is a safe place to work but the computers are outdated.

Safety in my office is non-existent. We get into trouble for trying to do a couple of minutes exercise every hour as we should when we are sitting at a computer all day.

The monitors are too small and computers too slow.

The computers in my department all seem pretty slow.

Please provide any further comments regarding your supervisor's performance

I could definitely do a better job myself.

Supervisor can't communicate with the team. He has some knowledge but just isn't competent as a leader.

My supervisor has the knowledge of the job but doesn't seem to apply it. He is a very poor communicator and then blames myself and other team members for his poorly communicated instructions causing problems.

My supervisor was bearable but he was not at all helpful to me.

I think my supervisor was so poor that he drastically affected my productivity.

My supervisor was knowledgeable and in most other areas he was OK. But I expect more from a supervisor. I think I could have done a better job and a supervisor's salary would have kept me at this company.

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It must be lack of training and poor management for our supervisors to be this bad.

I thought my supervisor was great. No complaints here.

I was very happy with my supervisor. He was always there to help and has given me a lot of knowledge and confidence in my own ability.

I wasn't happy with my supervisor at all. The reviews I received were very biased. I didn't know how to combat this so I decided to leave.

My supervisor was grossly incompetent and was treated me completely unfairly.

Training has hit rock bottom when your supervisor is this bad.

My supervisor's technical knowledge was surprisingly weak.

My supervisor was OK but he just didn't seem to encourage teamwork. He is used to getting the job done himself I guess.

I think my supervisor's abilities reflects the poor training available at this company.

The lack of knowledge of my supervisor was quite surprising. He seems to be able to cover it up well though.

My supervisor was totally unfair to me in reviewing me. I think he took credit for some of my work.

The supervisor knew his work but didn't encourage teamwork or manage people well at all.

My supervisor simply cannot manage people at all.

My supervisor is reasonably fair in reviews but other than that he is not very competent. I could do a better job I'm sure.

I'm surprised that my supervisor could keep his job. He was that bad in most areas.

Please outline any issues that you took to your manager for discussion? (if any)

Management have their own agenda on salary and benefits. They would not budge to my demands.

I discussed training with management. Training did not seem to improve though.

I am disappointed with management because they seem to tell you they will fix an issue but then appear to do nothing.

Management pretty much put their head in the sand when it came to providing good quality training.

Training was an issue that seems to be changing slowly for the better.

Management are pretty useless. They don't listen to their employees at all.

Management were not helpful in getting me trained correctly.

My salary was an issue but that was not resolved.

Management were not helpful in correcting the behaviour of my supervisor. In fact they blamed me for the problems.

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Management just don't get it when it comes to top quality training.

I gave up trying to get myself a reasonable salary increase in line with my great performance.

Management were OK at resolving issues. But the training issue is a problem which they don't seem to care about.

"Training, salary and other issues are just ignored by management it seems."

Training is crucial for our research work. Management don't seem to understand this.

Any issues that I brought up with management were taken seriously and they even implemented a new training scheme that I suggested.

Management were always available to listen. I can't complain at all.

I discussed my supervisor's performance with the manager but didn't really get anywhere.

I never got any constructive feedback from management. The message is always to increase productivity but without proper training it is difficult.

Management are blind to the fact that the quality of training is very poor.

My supervisor was an issue but management didn't seem interested.

Management did talk to my supervisor to try to get him to increase his performance in certain areas.

I informed management that my supervisor was not up to scratch and they said they would review him but nothing happened.

If you did encounter barriers to success, what were they?

Training was sometimes not relevant and this hurt our whole team.

I was not offered project pay when some coworkers were.

I couldn't progress because I'm a woman.

Training is a big problem here. Lack of training has held back my career development.

Management and supervisor were not helpful in my progression at the company.

My salary seemed a bit low and my male coworkers seemed to have no trouble in getting a payrise.

I could not get trained properly. This held me back on some key projects.

My supervisor didn't enable good teamwork and this stopped my personal success on projects.

The male dominated culture in our management here is pretty upsetting. It makes it too difficult to progress if you are female at this company.

My supervisor and management were fairly incompetent.

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Training was always woeful. This is a real problem issue that the company needs to address.

I could never get good quality training.

Not being recognised with a proper salary was a big problem for me. I lacked motivation because my supervisor and management obviously just didn't care about issues.

I think it was basically because I'm a female that I couldn't progress.

Training is a big problem.

My supervisor took a lot of the credit for my good work.

I couldn't get proper training. Training was rarely delivered on time.

Management would never give me any good feedback and didn't allow me to grow.

I couldn't get proper training and this held me back

Supervisor was always stopping me from progressing.

Training was a problem and this made me look bad when I couldn't deliver. I put it down to lack of training.

Please enter the details of the other form of discrimination you experienced

Religion

Discriminated about my religious beliefs

Clothing I wear

Physical appearance

My clothes

Religion

Religious beliefs

Physical fitness level

Medical situation

Disability discrimination

Illness

Disability

Disability

Religious descrimination

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Comments Listing

What other benefits would encourage you to stay with Dipolar?

Company car

Job related training reimbursement

Job related training reimbursement

Company car

Transport reimbursement

Casual dress

Company car

Job related training reimbursement

Company car

Job related training reimbursement

Free lunch

Job related training reimbursement

Job related training reimbursement

Company car

Job related training reimbursement

Transport reimbursement

Company car

Company car

Flextime

Family healthcare

Flextime

Company car

Job related training reimbursement

Flextime

Laptop with job

Sample Exit Interview Survey

Comments Listing

Free lunch

Company car

Company car

Company car

Casual dress

Job related training reimbursement

Job related training reimbursement

Job related training reimbursement

Laptop with job

Job related training reimbursement

Laptop with job

Company car

Flextime

Flextime

Laptop with job

Transport reimbursement

Company car

Transport reimbursement

Free lunch

Company car

Company car

Job related training reimbursement

Company car

Flextime

Family healthcare

Job related training reimbursement

Sample Exit Interview Survey

Comments Listing

Company car

Free lunch

Company car

Flextime

Flextime

Job related training reimbursement

Company car

Transport reimbursement

Free lunch

Flextime

Company car

Casual dress

Job related training reimbursement

Company car

Casual dress

Job related training reimbursement

Job related training reimbursement

Job related training reimbursement

Company car

Flextime

Laptop with job

Casual dress

Please provide any other opinions, ideas, or comments

More money needs to be thrown into providing good quality training.

Management need to listen to staff more.

Salary increases are required.

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Salary and training are the big issues.

Training is a big issue at the company. I suggest that efforts are made to fix this problem area.

Salary and training are not good enough.

No complaints here.

Training is a problem for the company. I think it greatly affects productivity.

Salary and training are big issues.

Salary and the management not budging on salary issues is a problem. Salaries should be brought in line with industry standards.

Training is a problem here.

The issues of training needs to be fixed. A lot more money needs to be put into training the staff.

More flexibility for staff and better salaries need to be offered for staff that perform well.

Supervisor incompetence is costing the company.

Management are not good enough overall.

Management needs to be fixed.

Supervisors and management need to listen to staff more.

Overall things are ok but salary and training are issues that a lot of staff are unhappy with.

Salary and benefits are not great.

There is a problem where management is underspending on staff too much. Training is the prime example.

Training is a problem.