

Why Do Egyptians Quit?



Top 3 Reasons



Last year's first reason was "no growth potential"

#1 Boss Issues



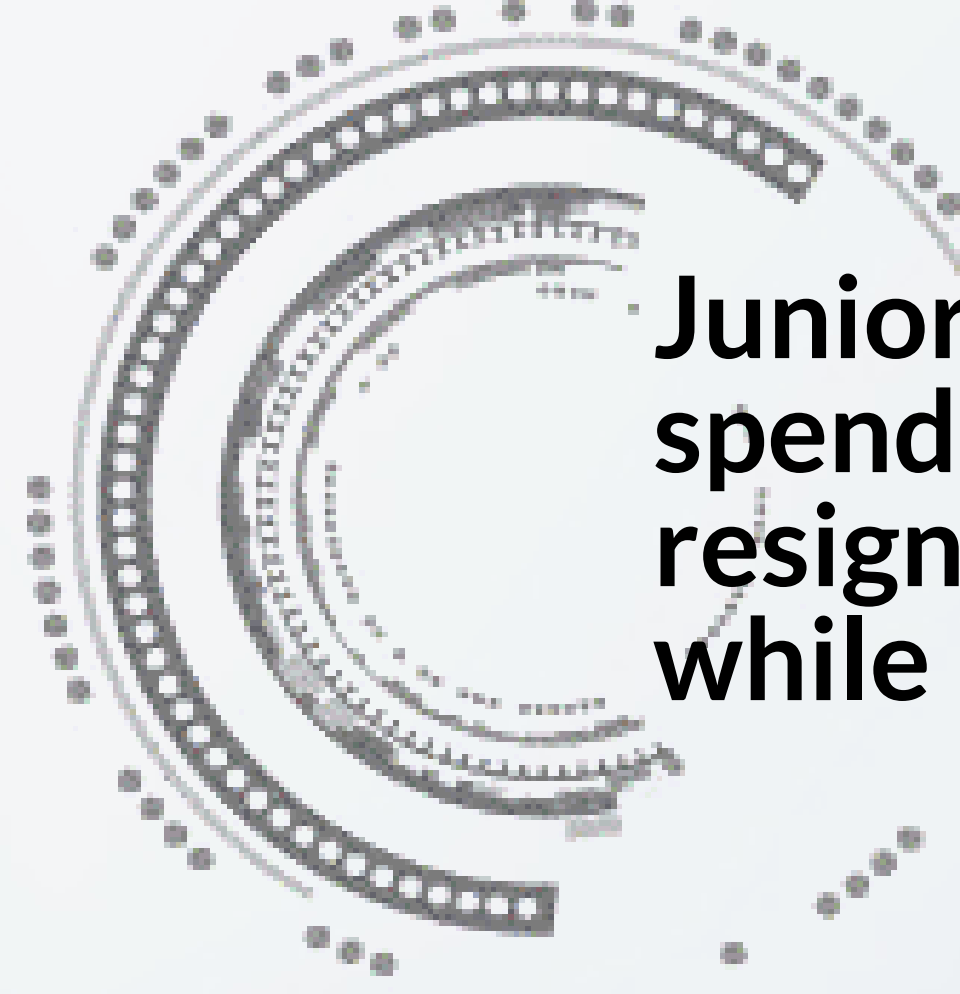
#2 No Growth Potential



#3 No Systems



Reasons for Quitting Based on Level of Seniority



Juniors and young professionals spend few weeks contemplating resigning before actually resigning while managers spend few months

Managers (8+years)

- Problems with the boss
- No growth potential
- No systems or processes

Young Professionals (4-7 years)

- Problems with the boss
- No growth potential
- I do not learn

Entry Level (0-3 years)

- No growth potential
- No systems or processes
- Problems with the boss

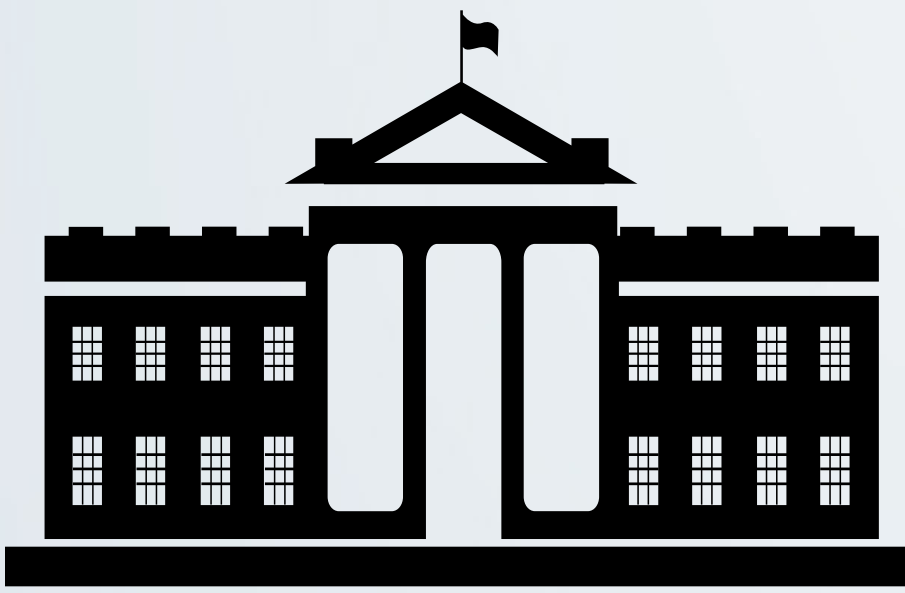
Men vs Women



- No growth potential 31%
- No systems or processes 20%
- Problems with the boss 9%

- Problems with the boss 30%
- No systems or processes 20%
- No growth potential 19%

Institutional Perspective



Government

- Problems with the boss
- I am not learning
- No growth potential



Multinationals

- Problems with the boss
- No growth potential
- Job contradicts my personal values



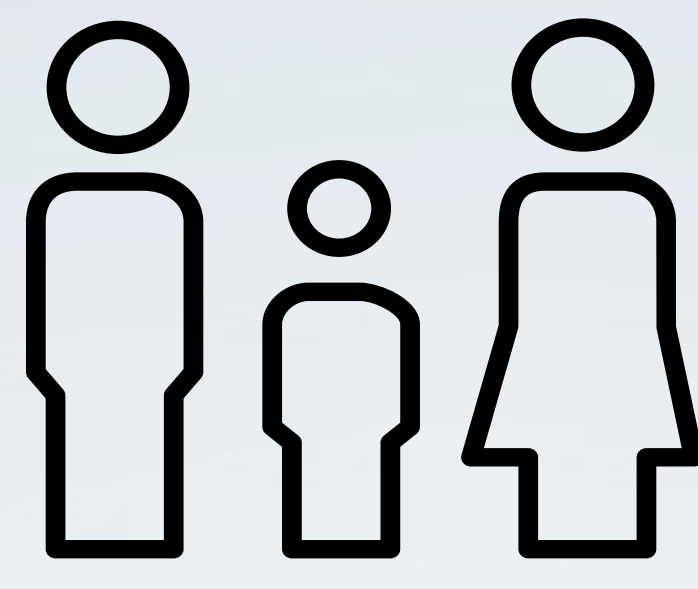
NGOs

- Problems with the boss
- No systems or processes
- Underpaid



Local Private Sector

- No systems or processes
- No growth potential
- Job contradicts my personal values



Family Business

- No growth potential
- Problems with the boss
- underpaid



Startup

- Problems with the boss
- No growth potential
- Underpaid

Motives to stay at a job



Top 2 reasons for staying at a job are the high learning potential and the pay scheme



- High Learning Potential
- Pay Scheme
- Culture
- Appreciation (verbal)

