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## Why People Leave Managers, Not Jobs

A phrase I hear and read over and over in the business world is “people don’t leave jobs; they leave managers.” At first I thought, no that can’t be right, people leave jobs especially if the position is boring, low paying, or not challenging enough. Although this could be part of the reason an employee leaves a job, the more I read, the more I have learned the main reason an employee leaves is their manager. The reason or reasons can be found in phrases departing employees often use such as “lack of morale” or “communication is poor” or when they mention an unclear “career progression.” Most people, including managers, don’t blame themselves when an employee takes another job. They note a variety of reasons for the employee leaving, except the truth. Most of the time when an employee leaves a job it is the “decisions, the motivation, the atmosphere, the training, and the direction” made by the leadership. To avoid losing good people, we need to look at some of the things that managers do that send those good people elsewhere.

1. They overwork people – It is easy to give a good employee extra work, but it can be seen as a punishment if nothing else changes. An increase in salary, a promotion, or a change in title are all acceptable ways to recognize increased workload.
2. Good work and contributions are not recognized and rewarded – Don’t underestimate the power of a pat on the back. All employees like recognition from their manager, either in the form of a raise or via public recognition.
3. Commitments are not honored – Keeping promises made will go a long way in keeping good employees. Upholding a commitment will prove a manager to be trustworthy and honorable, two important qualities in a good manager.

4. Blaming others for your mistakes – Managers who blame others for their own mistake or single out someone on their staff in front of others for a mistake made, creates an anxious and fearful work environment. Managers should work with their team to correct the error and even take responsibility for mistakes made by their team.
5. The threat of being fired – Some managers threaten members of their team with being let go in an attempt to motivate them to work harder. Employees will look for a position at another company where they are appreciated and receive the respect they feel they deserve.
6. Failure to develop people’s skills – It is up to managers to continue to develop the skill set of talented employees and provide feedback. Otherwise they will become bored and complacent.
7. Holding people back – Sometimes managers sacrifice an employee’s career move for their own benefit, not wanting to lose a hardworking employee. In the long run, this move will have the opposite effect and force an employee to go elsewhere.
8. One of the last reasons people leave managers, not jobs, is when managers don’t let their staff pursue their passions. Studies have shown that people who are allowed to pursue their passions are more productive and experience “flow,” a euphoric state of mind.

To keep the best and most productive employees, managers need to think about how they treat their employees. They should treat employees in such a way they won’t want to leave.

Sources:

[http://www.huffingtonpost.com/greg-savage/people-dont-leave-companies\\_b\\_4277535.html](http://www.huffingtonpost.com/greg-savage/people-dont-leave-companies_b_4277535.html)

<https://www.forbes.com/sites/travisbradberry/2016/11/30/6-stupid-things-managers-do-to-kill-morale/#60e81a0a51ad>

<http://www.talentsmart.com/articles/9-Things-That-Make-Good-Employees-Quit-172420765-p-1.html>

## Hot Off The Line

**Q** - I was wondering what the guidelines regarding overtime are. Is there a way to make it mandatory? We currently do not have a formal policy and we are not a union facility.

**A** - Yes you can require employees to work overtime. You should be consistent and do what you have in the past as far as requiring overtime, also provide a reasonable notice for the need for overtime. As an employer, you should have a policy in your employee handbook so employees will know what is required from them when they are hired.

## HR Stats & Facts

- Minimum wage outside of NYC, Long Island, and Westchester as of 12/31/17 will be \$10.40. *Source: <https://www.ny.gov/new-york-states-minimum-wage/new-york-states-minimum-wage>*
- An average of 100 people choke to death on ballpoint pens every year. *Source: [www.owlcation.com](http://www.owlcation.com)*
- According to a recent survey conducted by SHRM nearly 1/3 of organizations have increased their healthcare and wellness benefits as a way to compete for talent. *Source: [www.shrm.org](http://www.shrm.org)*

## DID YOU KNOW?

If you are a first-tier government contractor with \$50,000 or more in federal government contracts and 50 or more employees at one location; or, a second-tier government contractor (supplies to a first-tier contractor) with \$50,000 or more in contracts and 50 or more employees at one location you are required to have an Affirmative Action Plan. MACNY can audit your plan, rewrite it, or create one for you as well as complete your Adverse Impact. If you are interested in receiving a quote or would like additional information please contact Patty Clark, HR Services Manager at 315-474-4201 x 10 or [pclark@macny.org](mailto:pclark@macny.org).

# C P I

Wage/Clerical	July	June	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	710.8	711.4	-0.6	-0.1%	1.6%
1982-84=100	238.6	238.8	-0.2	-0.1%	1.6%
<b>Urban</b>					
1967=100	733.3	733.8	-0.5	-0.1%	1.7%
1982-84=100	244.8	245.0	-0.2	-0.1%	1.7%
<b>Unemployment Rates</b>					
July - Onondaga County: 4.7; Metropolitan Syracuse Area (MSA): 5					