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PartingWords™ Report  
Group Results  
TK Training

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Report Prepared on: February 19  
Number of Respondents: 9  
Organization Name: TK Training

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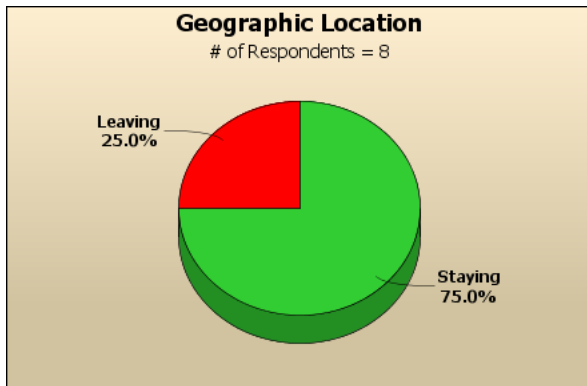
Data from Respondents who have:

Left the Organization: 7

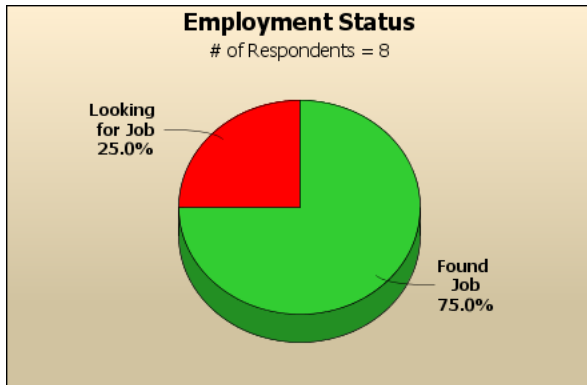
Transferred to another area within the Organization: 1

## Section I: Factors Influencing Employees to Leave

Exiting employees were asked questions regarding their intent to stay in the geographic location and future employment plans and preferences.



Geographic Location	Count	%
Staying in the same geographic location	6	75%
Leaving the geographic area	2	25%



Employment Status	Count	%
Have found another job	6	75%
Going to continue to work, but have not found another job	2	25%
Not going to work for the next 6 months or longer	0	0%

<b>Employees who have found another job or plan to continue to work:</b>	<b>Count</b>	<b>%</b>
I am going/plan to work in the same industry	4	57%
I am going/plan to work in a different industry	3	43%

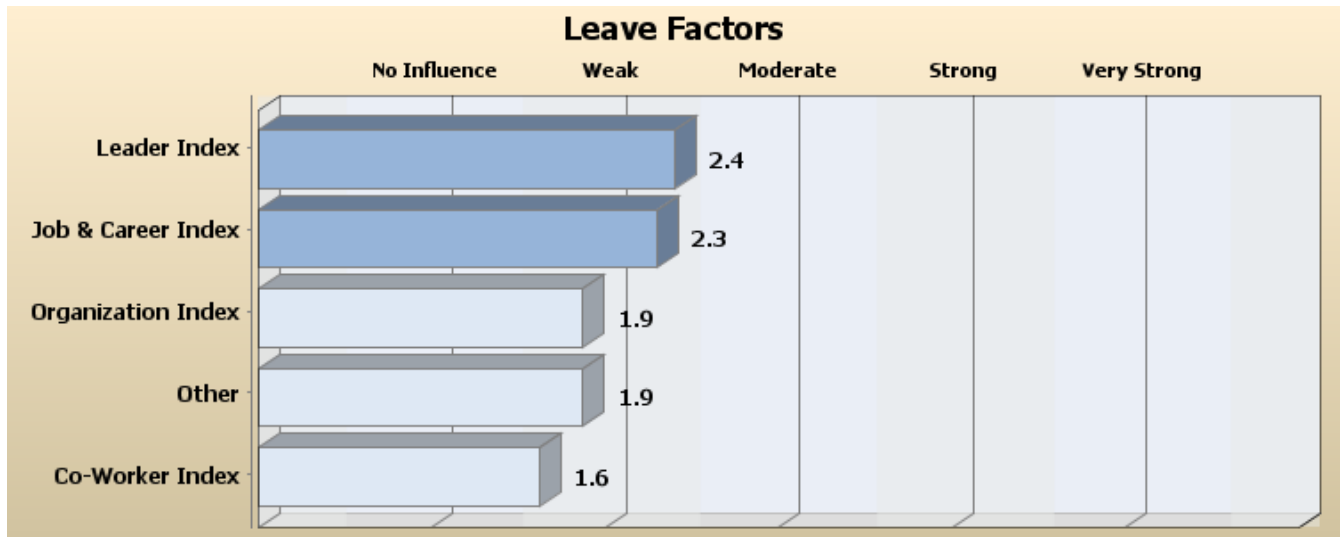
I am going/plan to work in the same type of job	3	43%
I am going/plan to work in a different type of job	4	57%

<b>The organizations where employees who have found another job are going: (Optional Item)</b>
Linda: SolutionsRUs
n/a
Than: USA Company 1
Tucker: Woogle Corp.

## Section II: Why Employees Decided to Leave

### Leave Factors and their Influence on the Decision to Leave

Employees answered questions about various items, which may have influenced their decision to leave. Each survey item fits into one of five drivers: Leader, Organization, Co-Workers, Job & Career and Other. The Other driver captures those employees whose decision to leave was beyond the organization's control.



### Leader Index

Leadership factors are influenced by a leader's ability to work with team members and develop relationships through communication, trust, coaching and recognition. Percentages below group influence on the decision to leave 1 - 5 rating scale by (S): 5 - Very strong influence & 4 - Strong influence; (W): 3 - Moderate influence & 2 - Weak influence; and (N): 1 - No influence.

# of Respondents = 9	Average Rating	% of team members who rated (S)trong Influence, (W)eak Influence or (N)o Influence on Decision to Leave		
Leader Survey Items		S	W	N
The recognition I receive for my efforts and achievements from my manager.	2.5	25%	38%	38%
The work environment created by my manager.	2.5	25%	38%	38%
My manager's ability to coach and motivate me.	2.4	25%	38%	38%
My manager's ability to meet commitments and hold others appropriately accountable.	2.4	25%	38%	38%
My manager's ability to communicate effectively.	2.3	13%	50%	38%

### Organization Index

A high performing organization is related to how employees perceive their treatment by the organization and the fairness of processes and outcomes. Percentages below group influence on the decision to leave 1 - 5 rating scale by (S): 5 - Very strong influence & 4 - Strong influence; (W): 3 - Moderate influence & 2 - Weak influence; and (N): 1 - No influence.

# of Respondents = 9	Average Rating	% of team members who rated (S)trong Influence, (W)eak Influence or (N)o Influence on Decision to Leave		
Organization Survey Items		S	W	N
The organization's support of work/life balance.	2.0	13%	50%	38%
The products and/or services provided by the organization.	1.9	13%	50%	38%
The organization's policies and procedures.	1.9	13%	50%	38%
The location where I come to work on a daily basis.	1.8	13%	38%	50%

### Co-Worker Index

Supportive co-workers play an important role in enhancing workplace experiences through work relationships and interactions. Percentages below group influence on the decision to leave 1 - 5 rating scale by (S): 5 - Very strong influence & 4 - Strong influence; (W): 3 - Moderate influence & 2 - Weak influence; and (N): 1 - No influence.

# of Respondents = 9	Average Rating	% of team members who rated (S)trong Influence, (W)eak Influence or (N)o Influence on Decision to Leave		
Co-Worker Survey Items		S	W	N
Communication with my co-workers.	1.8	0%	50%	50%
Cooperation and support on work tasks from my co-workers.	1.6	0%	38%	63%
My co-workers' interest in my personal well-being.	1.6	0%	38%	63%
The quality of work put forth by my co-workers.	1.5	0%	38%	63%

### Job & Career Index

Job and Career satisfaction are influenced by tangible rewards, clarity of job roles and job responsibilities, accountability for goals, opportunities to utilize skills, and career growth. Percentages below group influence on the decision to leave 1 - 5 rating scale by (S): 5 - Very strong influence & 4 - Strong influence; (W): 3 - Moderate influence & 2 - Weak influence; and (N): 1 - No influence.

# of Respondents = 9	Average Rating	% of team members who rated (S)trong Influence, (W)eak Influence or (N)o Influence on Decision to Leave		
Job & Career Survey Items		S	W	N
My compensation level.	2.9	38%	38%	25%
Opportunities for career advancement.	2.4	25%	38%	38%
Opportunities to utilize my current skills and learn new skills.	2.4	25%	38%	38%
My benefits package.	2.1	13%	38%	50%
My work schedule.	1.8	13%	25%	63%

Respondents who rated their compensation and/or benefits as a strong or very strong influence to leave were asked to select the area that most strongly influenced their decision to leave.

<b>My compensation plan.</b>	<b>Count</b>	<b>Out Of</b>	<b>%</b>
Base Salary/Wages	1	3	33%
Additional Compensation Plans (i.e. Bonuses, Incentives, Commission)	1	3	33%
Potential salary opportunities if I remained with the organization	1	3	33%

<b>My benefits package.</b>	<b>Count</b>	<b>Out Of</b>	<b>%</b>
Medical Insurance Coverage	0	1	0%
Other Insurance Coverage (i.e. Dental/Vision)	0	1	0%
Retirement Plans	1	1	100%
Paid Time Off	0	1	0%
Potential benefit opportunities if I remained with the organization	0	1	0%

### Other Index

The "Other" category represents those respondents who left for reasons beyond the organization's control. Percentages below group influence on the decision to leave 1 - 5 rating scale by (S): 5 - Very strong influence & 4 - Strong influence; (W): 3 - Moderate influence & 2 - Weak influence; and (N): 1 - No influence.

# of Respondents = 9	Average Rating	% of team members who rated (S)trong Influence, (W)eak Influence or (N)o Influence on Decision to Leave		
<b>Other Survey Items</b>		<b>S</b> 13%	<b>W</b> 25%	<b>N</b> 63%
Personal issues beyond the control of the organization.	1.9			

### Section III: Would Employees Recommend the Organization or Rejoin

#### Recommend as Good Place to Work

Employees were asked if they would recommend the organization as a good place to work.



<b>Counts: Recommend as Good Place to Work</b>	
Yes	3
No	6

### Ability to Impact the Reason Employees are Leaving

Employees were asked if the organization could have done anything to keep them from leaving.

	Count	Out Of	%
Yes	5	9	56%
No	4	9	44%

Employees were asked if they would consider rejoining the organization if the organization were willing to address the main reason they were leaving.

	Count	Out Of	%
Yes	4	9	44%
No	5	9	56%

### Section IV: Free Response

Employees were asked to provide the main reason they were leaving the organization. Responses are listed below:

Career opportunities
Lack of knowledge from part of leadership, wages, and motivation to advance in career.
Linda: N/A
test
test
Than - I found better pay elsewhere and I have some personal issues I need to address
Tim: My boss wasn't a good coach.
Tucker: I want more base pay.
Tyson - Retirement Plans
Going to another part of the organization all together