

# Exit interview

# Employee Information:

Name: Ahmed hasan

Job Title: IT support

Department: IT

Manager: mona ghali

Hire Date: 1/1/2024

Last Working Day: 30/11/2024

Interviewer Name & Title: Alaa mahmoud

Date of Interview: 22/11/2024

What are your main reasons for leaving?

In the IT department, I faced an unfair salary structure, lack of recognition, unclear promotion criteria, and an ineffective incentive system. There was also a sense of discrimination and limited support for development.

What, if improved, would have caused you to stay at the organization?

Aligning salaries with market rates, introducing transparent promotion guidelines, training managers, and creating a more inclusive and supportive environment would have made a significant difference.

How satisfied were you with your role and responsibilities?

The role itself had potential, but due to lack of growth opportunities and managerial oppression, satisfaction was low.

Did you feel adequately supported in your professional growth and development?

No. There were minimal training opportunities, and the environment didn’t support knowledge sharing or innovation.

Did you feel a sense of belonging within the team and organization?

No. The team lacked cohesion and communication, and the work culture did not promote inclusivity or mutual respect.

How would you rate the work environment and culture?

Poor. There was favoritism, limited teamwork, and no platform to express or implement ideas.

How would you describe the effectiveness of your immediate supervisor?

The supervisor discouraged idea exchange, showed bias, and did not foster growth.

Were your goals and expectations aligned with the organization’s vision?

Yes, but the work environment made it difficult to act on them.

Did you find the company’s policies and procedures fair and equitable?

No. The promotion system was unclear and perceived as biased, and there was evidence of gender preference.

How would you rate the organization’s support for maintaining a healthy work-life balance?

Very limited. Long hours and no flexibility led to burnout.

Were you satisfied with your salary and benefits package?

No. The salary did not reflect market value, and benefits were inadequate.

Did you receive enough training and development opportunities?

Not sufficient.

Did you experience burnout or excessive stress in your role?

Yes, frequently.

Would you recommend this company as a good place to work?

Not in its current state, especially in the IT department.