

# Exit interview

# Employee Information:

Name: Habiba ahmed

Job Title: Financial Analyst

Department: Finance

Manager: Maher joun

Hire Date: 30/1/2023

Last Working Day: 30/12/2025

Interviewer Name & Title: Alaa mahmoud

Date of Interview: 26/12/2025

What are your main reasons for leaving?

Uncompetitive salary, lack of career progression, oppressive leadership, and feeling excluded from key decisions.

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

Salary adjustments, transparent career paths, leadership training, and efforts to improve team engagement.

How satisfied were you with your role and responsibilities?

Low. The scope of work was fine, but the environment made it difficult to enjoy or grow in the role.

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

Very minimal, with no defined development path or learning resources.

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

No. It felt like a closed group, and input from others was not welcomed.

How would you rate the work environment and culture?

Rigid, hierarchical, and lacking collaboration.

How would you describe the effectiveness of your immediate supervisor?

Very low. No support or encouragement, and micromanagement was common.

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

Yes, but there was no motivation or culture to push these goals forward.

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

No. Promotions were inconsistent, and hiring lacked transparency.

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

Imbalanced, with expectations to work overtime regularly.

Were you satisfied with your salary and benefits package?

Disappointing. Far from market standards, and no health coverage.

Did you receive enough training and development opportunities?

No structured development or upskilling was offered.

Did you experience burnout or excessive stress in your role?

Yes, especially due to workload and lack of acknowledgment.

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

Not in the finance department, unless major changes are made.