

# Exit interview

# Employee Information:

Name: Amr nagy

Job Title: testing developer

Department: Testing

Manager: Ahmed saleh

Hire Date: 1/1/2022

Last Working Day: 31/12/2025

Interviewer Name & Title: Alaa mahmoud

Date of Interview: 22/12/2025

What are your main reasons for leaving?

The main issues were unfair salary, lack of appreciation, and an environment where feedback was ignored. There were also signs of racism and little to no structure for advancement.

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

Better compensation, clear performance-based promotions, fair treatment from management, and regular feedback sessions could have changed my experience.

How satisfied were you with your role and responsibilities?

Moderately satisfied with the tasks, but the lack of support and recognition lowered job satisfaction.

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

Not supported. Training and mentorship were lacking.

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

No. The department was divided, with unequal treatment and lack of respect among colleagues.

How would you rate the work environment and culture?

Toxic and unsupportive.

How would you describe the effectiveness of your immediate supervisor?

The supervisor lacked leadership skills and discouraged collaboration.

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

Yes, but the work culture blocked progress.

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

Unfair. No clear standards for growth, and team structure lacked diversity.

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

Poor, with unrealistic workloads and lack of flexibility.

Were you satisfied with your salary and benefits package?

Unsatisfactory. Below market rates and no additional incentives.

Did you receive enough training and development opportunities?

Very limited or non-existent.

Did you experience burnout or excessive stress in your role?

Yes, regularly.

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

Not under the current conditions.