



Australian Government

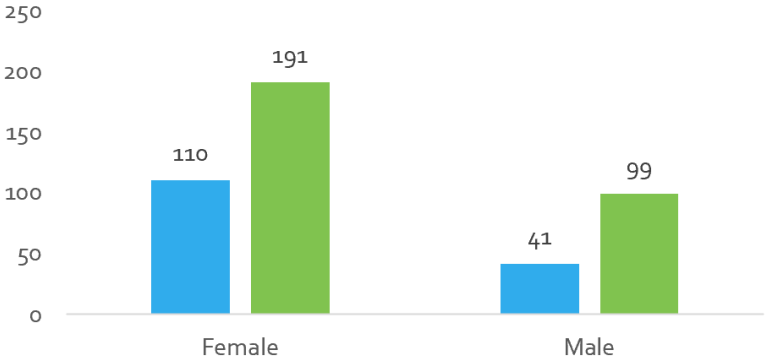
Department of Education



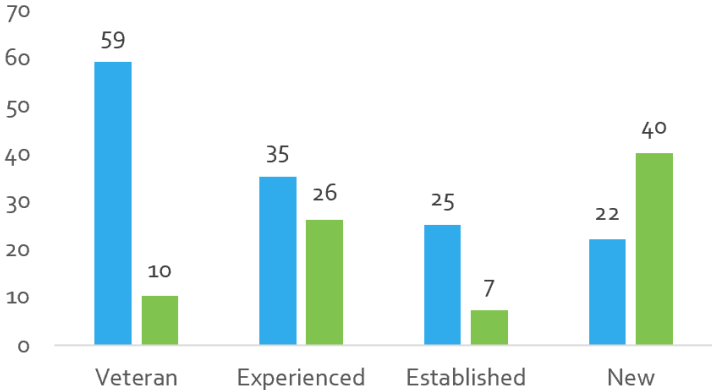
DETE & TAFE comparison of count of employees resigned due to Job Dissatisfaction

■ DETE ■ TAFE

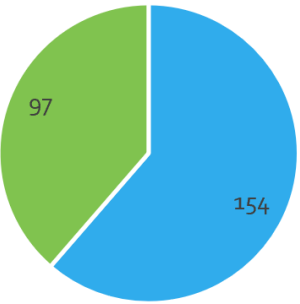
Female employees resigned the most in DETE & TAFE



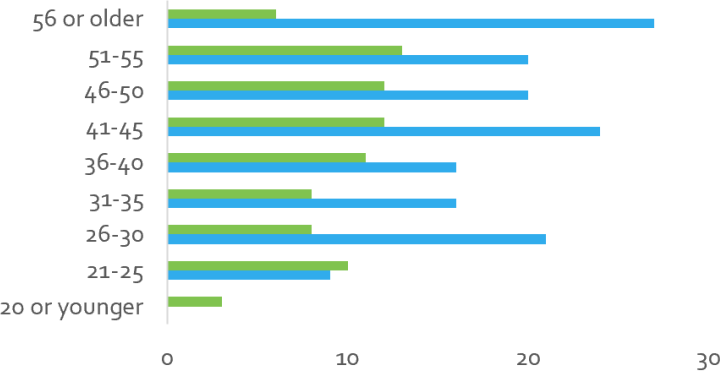
Veterans in DETE and New in TAFE resigned the most



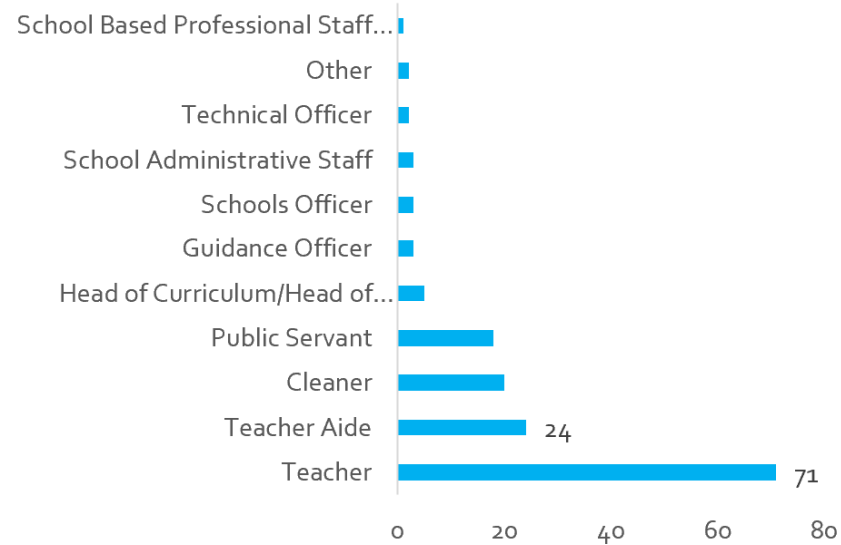
More employees resigned in DETE than TAFE



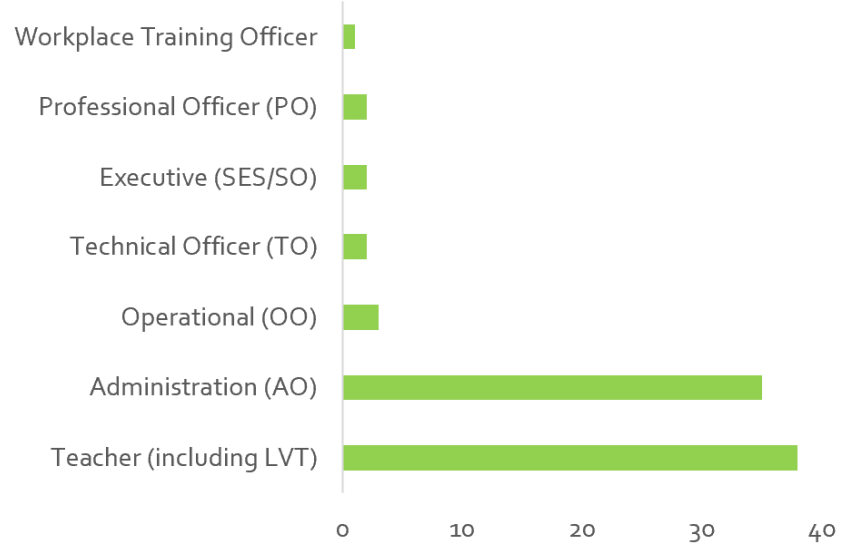
Older employees resigned the most in DETE & TAFE



Teachers have resigned the most in **DETE**

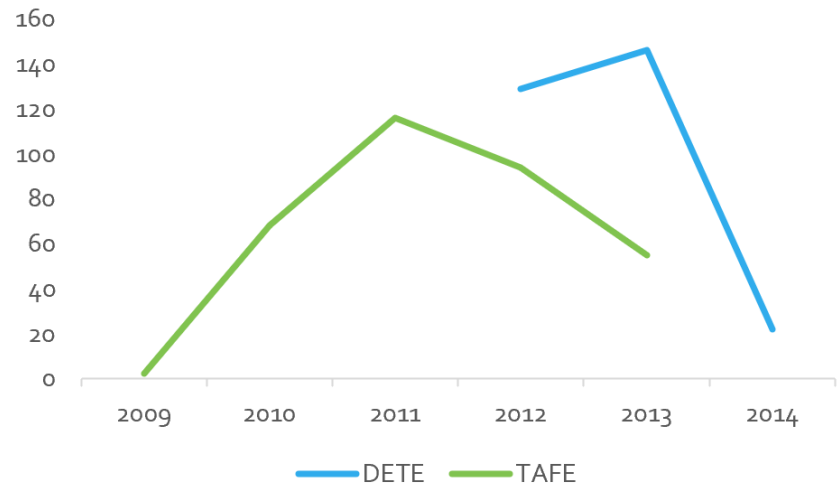


Teachers & AO have resigned the most in **TAFE**

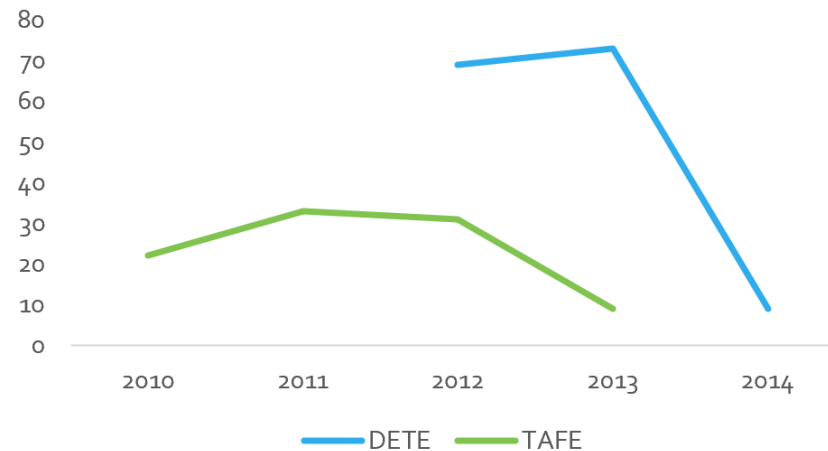


More Employees resigned in **DETE** due to Job Dissatisfaction than in **TAFE**

Yearwise Resignations 2009-2014

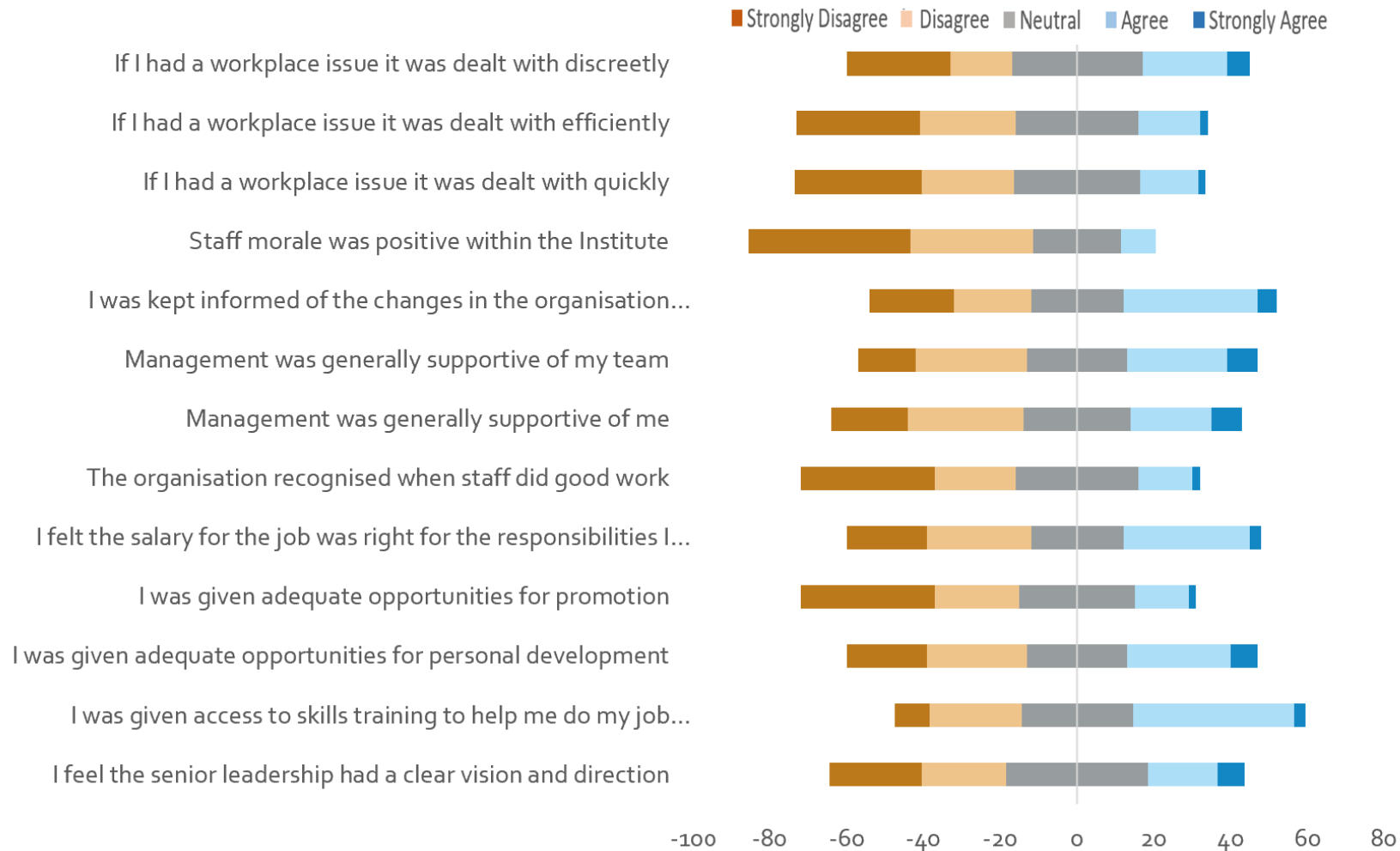


Yearwise Resignations due to Job Dissatisfaction 2010-2014



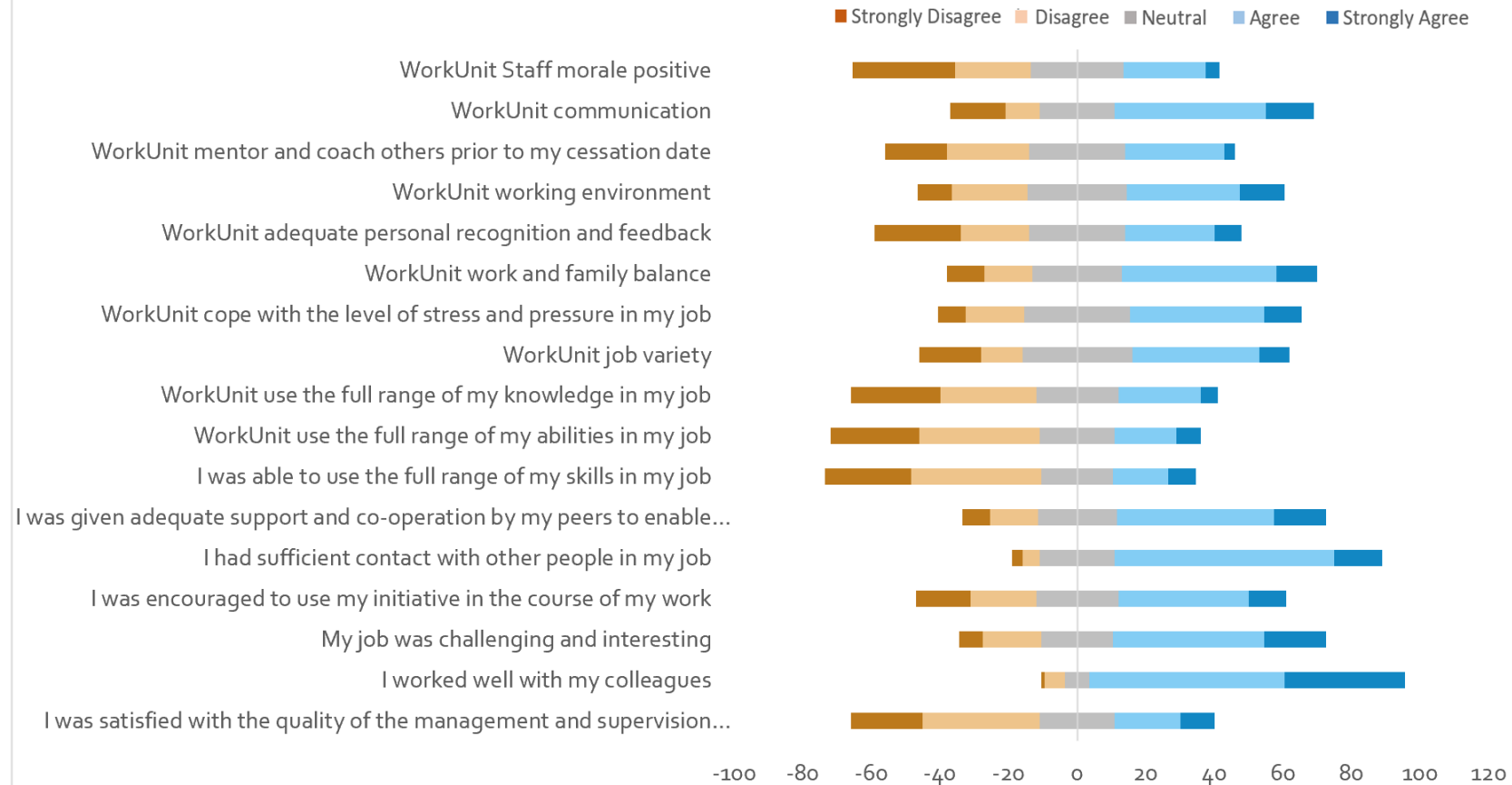
DETE & TAFE comparison of Exit Survey Responses of resigned employees due to Job Dissatisfaction

Tafe Institute - To focus on Motivation factors and Hygiene factors

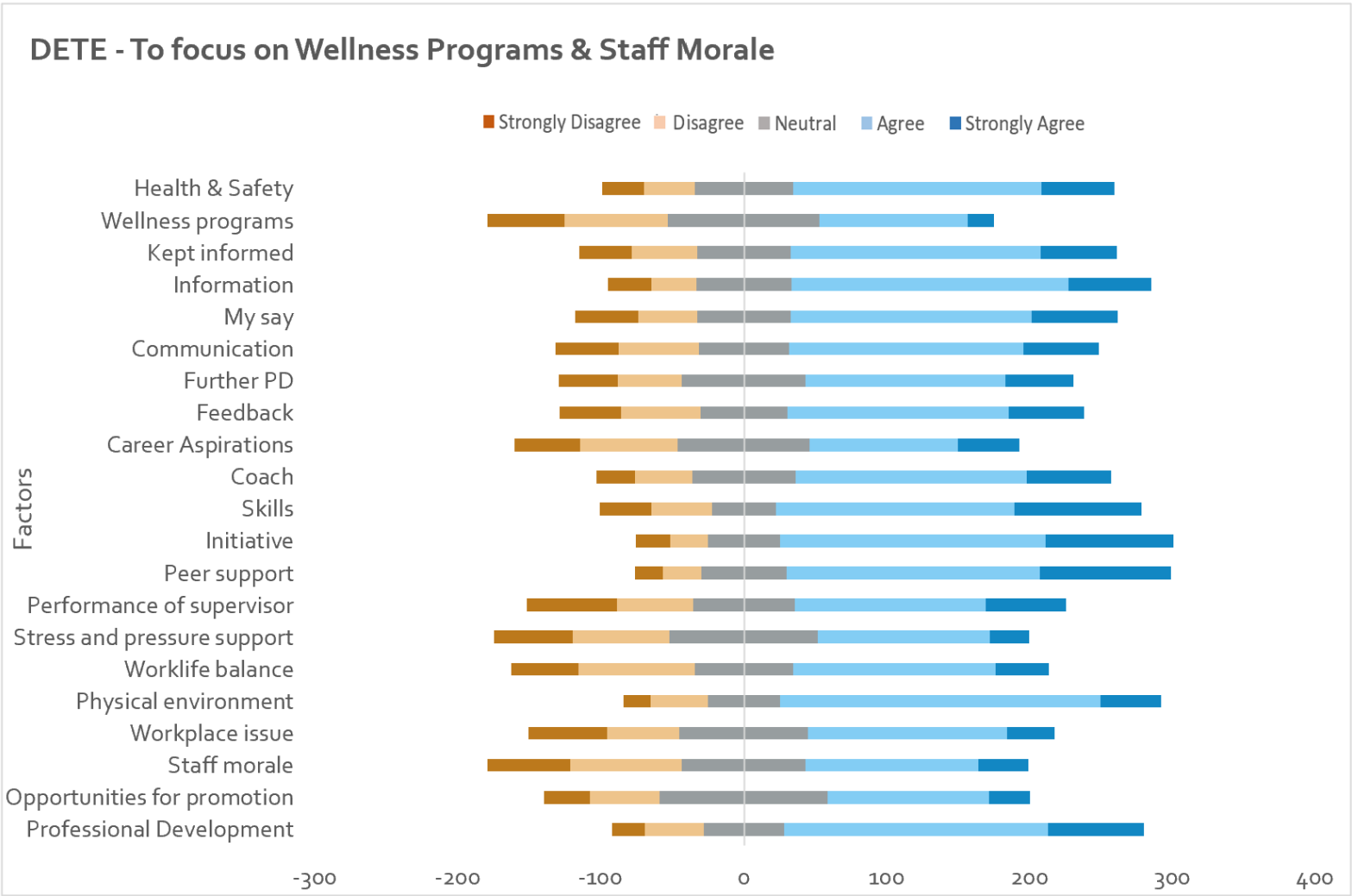


DETE & TAFE comparison of Exit Survey Responses of resigned employees due to Job Dissatisfaction

Tafe Work Unit - To focus on Motivation factors and Hygiene factors



DETE & TAFE comparison of Exit Survey Responses of resigned employees due to Job Dissatisfaction



DETE Survey Observations:

Tenure & Role

- Veterans (11–20 yrs) resigned most due to job dissatisfaction.
- Employees in current role <4 yrs also showed high resignations.
- Teachers (~45%) & Teacher Aides (~15%) = ~60% of resignations.

Age & Gender

- 42% aged >40; 14% aged 26–30.
- Mostly female resignations (job dissatisfaction, maternity/family); males mainly due to job dissatisfaction.

Key Dissatisfaction Factors

- Wellness programs
- Staff morale
- Stress & pressure support

Other Reasons

- Relocation (new & experienced employees)
- Maternity/family reasons (veterans)

TEFE Survey Observations:

Tenure & Experience

- New employees (<3 yrs) resigned most (~50%) due to job dissatisfaction.
- Experienced employees accounted for ~30% of resignations.

Age

- Majority of resignations occurred among employees aged **40+**, with an increasing trend as age rises.

• Role

- Teachers, Lead Vocational Teachers, and Administrative Officers comprise **~88% of resignations** due to job dissatisfaction.

Gender

- More females resigned than males, especially under 35 years (~70% female).
- Among females: 80% of Admin/Technical Officers and ~90% of Professional Officers resigned.
- Among males: ~75% Executives and ~60% Operational Officers resigned.

Reasons & Feedback

- “Other” was cited as a key reason besides job dissatisfaction.
- Job dissatisfaction factors: staff morale, growth & development, solving workplace issues, recognition, remuneration, senior leadership.
- Work unit concerns: quality of management, recognition, staff morale, utilization of skills.

Resignation Analysis & Recommendations:

DETE:

- Job dissatisfaction is a major driver of resignations, especially among veterans (11–20 yrs), female employees, and teachers.
- While employees generally view the company positively, dissatisfaction was noted in:
Wellness programs, Staff morale, Stress support
- Other contributing factors include relocation and maternity/family reasons.

Recommendation: Address wellness and work-life balance to improve retention.

TAFE:

- Employees with shorter tenure resigned most.
- Resignees reported dissatisfaction with multiple factors at both the institute and work unit levels.

Herzberg's Two-Factor Theory Insight:

- Motivation factors (intrinsic): Increase job satisfaction and performance.
- Hygiene factors (extrinsic): Prevent dissatisfaction but do not ensure satisfaction.
- Survey responses indicate a lack of both motivation and hygiene factors among TAFE employees.

Recommendation: Focus on improving both motivation and hygiene factors, especially for teachers and lead vocational teachers, to enhance satisfaction and retention.

Motivating Factors

- ✓ Achievement
- ✓ Recognition
- ✓ The work itself
- ✓ Job advancement opportunities
- ✓ Growth opportunities

Hygiene Factors

- ✓ Relationship with peers
- ✓ Company policies
- ✓ Physical workspace
- ✓ Working conditions
- ✓ Salary
- ✓ Status
- ✓ Security
- ✓ Supervision