

WHAT MAKES PEOPLE STAY?

FACTORS REDUCING THE LIKELIHOOD OF STAFF LEAVING



Full dataset:

[IBM](#)[Staff Survey](#)

FROM FACTORS YOU CAN INFLUENCE...

Key influencers

What influences Resignation to be No ?

When...
the likelihood of
 Resignation being No
 increases by

Average of Stock Option
 Level is 0 - 2

1.19x

Average of Monthly Income
 is more than \$13.758

1.17x

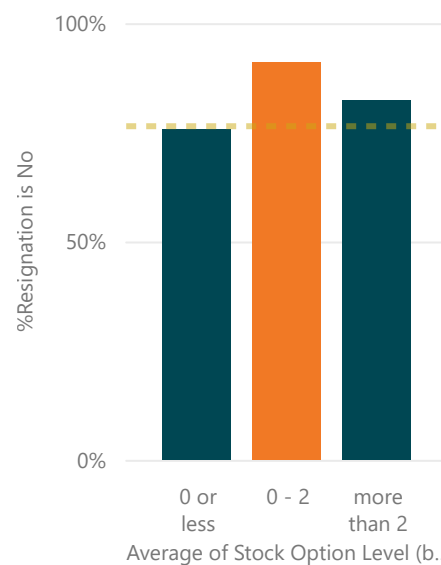
Average of Environment
 Satisfaction is more than 1

1.15x

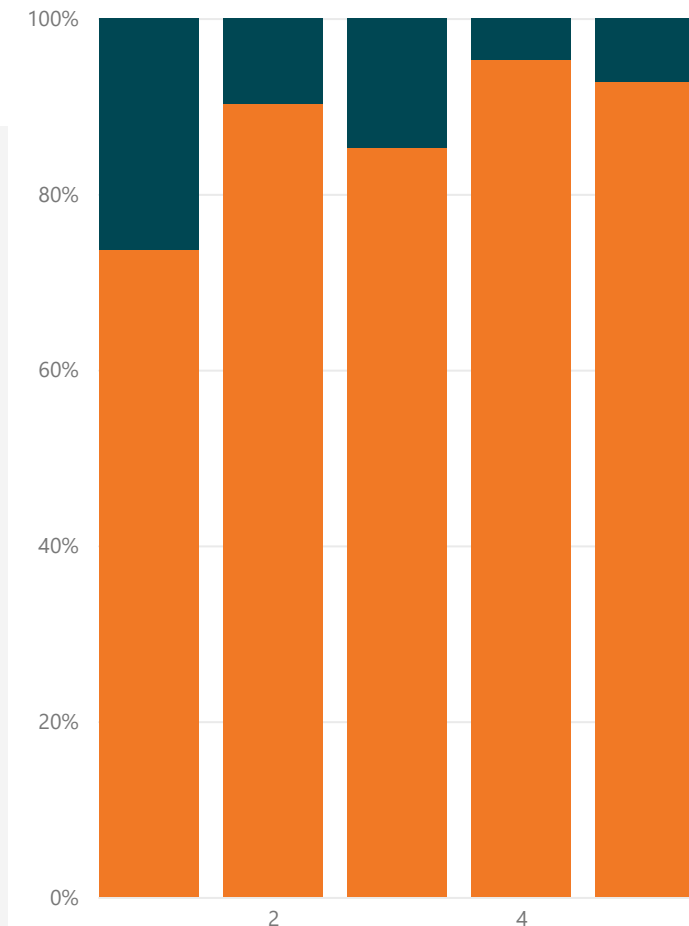
Average of Monthly Income
 is \$2.800 - \$13.758

1.12x

← Resignation is more likely to be No when
 Average of Stock Option Level is 0 - 2
 than otherwise (on average).

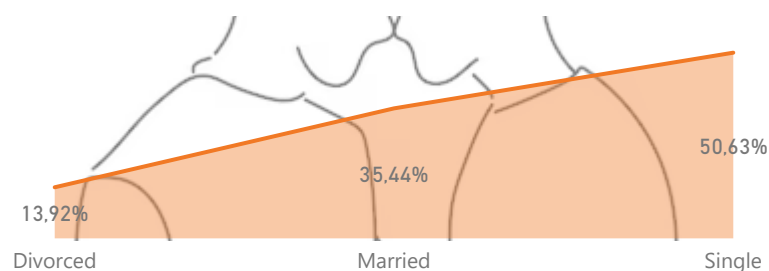
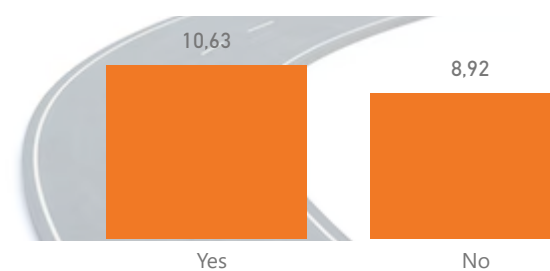

☐ Only show values that are influencers
Resignation No Yes

Job Level (1 - 5)



...TO FACTORS YOU CAN ACCOUNT FOR

MARITAL STATUS OF STAFF LEAVING

AVERAGE DISTANCE OFFICE TO HOME IN KM
(RESIGNATION YES/NO)

To increase staff staying, organizations need to ensure a robust **internal promotion policy** is in place, allowing staff to grow and learn continuously. The case of IBM also shows that the more stock options staff have, the more likely they are to stay - pointing towards **ownership** as an important factor. Creating the opportunity to **work from home** means staff have more flexibility and distance from the office is less of a factor to leave a position. Not to forget, we are all humans and want to work in a positive **job environment** - this has a clear influence on staff choosing to stay.