

In this research, we are trying to understand CEO turnover, and for what reasons professionals leave their jobs.

We are interviewing several CEOs to understand turnover better.

Thank you for agreeing to participate in this study. Our goal is to have a good conversation with you.

1. Does your organization offer newcomer training, mentoring, and coaching? If yes, how is it done? For how long? Does this contribute to the reduction in turnover? Why?
2. Is your organization always up to date with new technologies? Can you tell us how it works in your organization? If so, when this happens, does the entire team undergo training, and how is it carried out?
3. Does your organization offer incentives for professionals? If so, please talk a little about which ones and how they are granted. For how long? Does this contribute to the reduction in turnover? Why?
4. In your point of view, in general, are there good communication and relationships between professionals and managers in the organization? Do you think this factor contributes to turnover? Why?
5. In your point of view, are the professionals committed to the organization? If so, how is this perceived? Do you think that a lack of organizational commitment could lead a professional to leave the organization? Why?
6. In your organization, do employees do a lot of extra work? How often and on what occasions? Do you think this has created an excessive workload for professionals? Is there any type of monitoring so that professionals do not reach the exhaustion stage? If yes, how is this monitoring carried out?
7. Given the high demand for IT professionals, what strategies are used to retain professionals in your organization? Could you tell us a little about how it is being done? How are you dealing with this situation?
8. In your organization, do professionals have the autonomy to perform their tasks without prior authorization from the manager or supervisor? If so, could you tell us a little about what these autonomies are? Do you believe that autonomy has any impact on reducing developer turnover? Why?
9. In your point of view, is salary the main factor in retaining a professional? Do you use this strategy when the professional intends to leave the organization?
10. Considering everything you've said so far, could you talk a little about which additional factors, in addition to those mentioned above, can contribute to professional turnover? You are free to comment on anything.