A higher salary proposal

A toxic management

Lack of professional recognition

Lack of a career plan

Desire to live new professional experiences

Not having a good relationship with co-workers

Lack of internal communication in the company

Unmet job expectations

Lack of flexibility and autonomy on deciding preferred working time

Lack of technical challenges

A repetitive work

A job offer in another country

An inadequate working environment/physical infrastructure

A job offer from a company large and known tech company

Working overtime frequently

Lack of autonomy to make decisions at work

The use of obsolete technologies

High demand in the industry for software engineers

Working with short lead deadlines

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