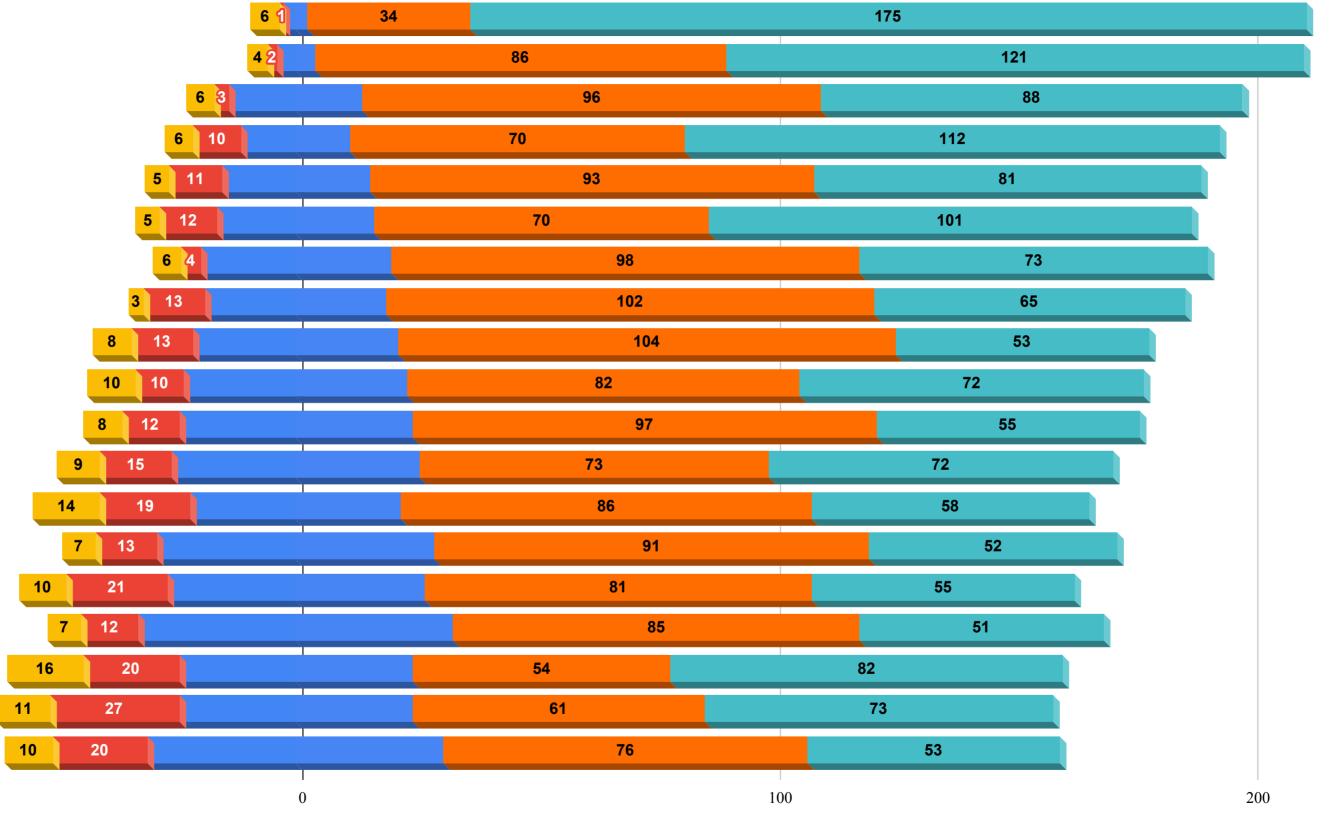
A toxic management A higher salary proposal Lack of professional recognition Not having a good relationship with co-workers Desire to live new professional experiences Lack of a career plan Unmet job expectations A repetitive work Lack of technical challenges Lack of flexibility and autonomy on deciding preferred working time Lack of internal communication in the company Working overtime frequently A job offer from a company large and known tech company An inadequate working environment/physical infrastructure The use of obsolete technologies Lack of autonomy to make decisions at work A job offer in another country High demand in the industry for software engineers Working with short lead deadlines -100



Somewhat disagree Strongly disagree Neutral Somewhat agree Strongly agree

300