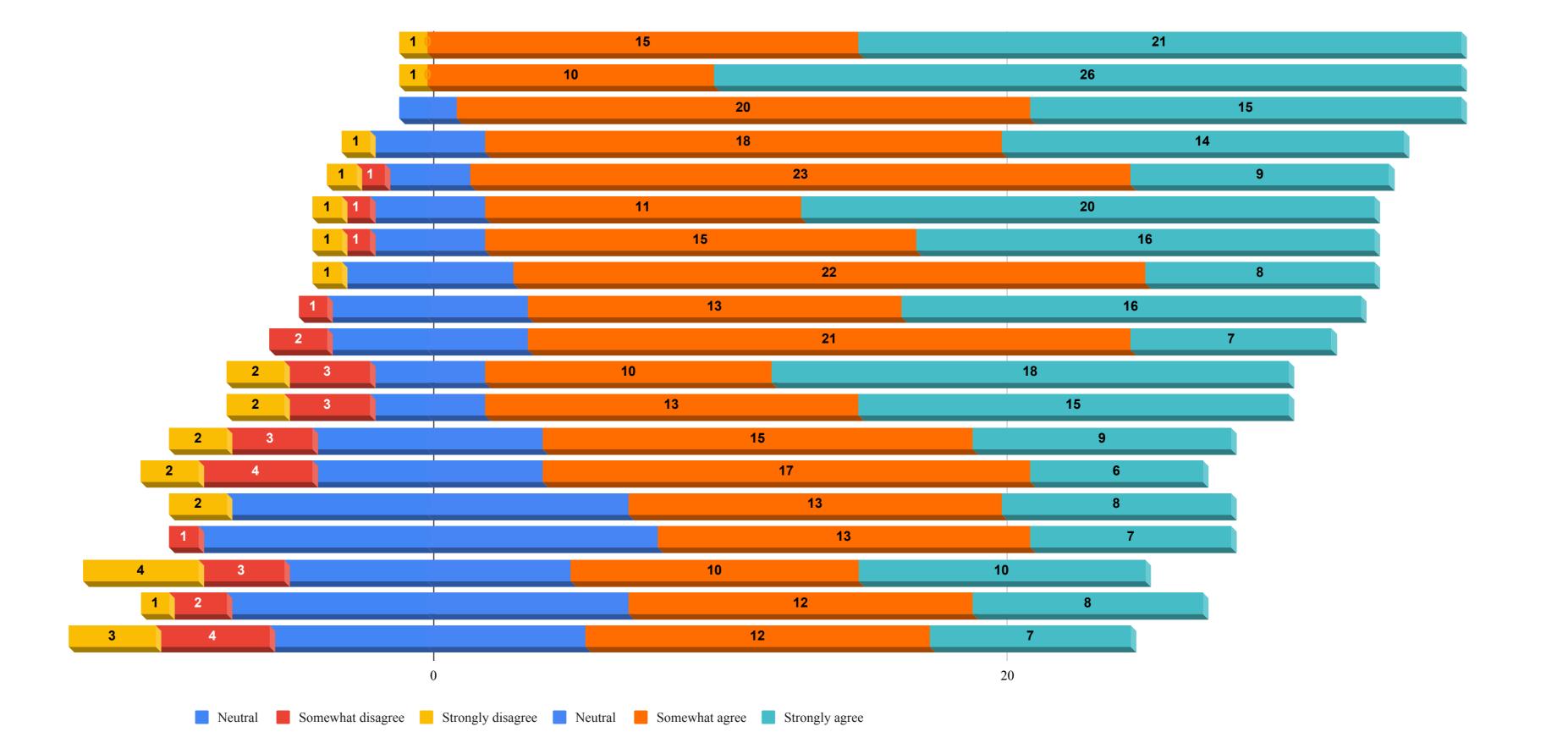
A higher salary proposal A toxic management Lack of professional recognition Not having a good relationship with co-workers Unmet job expectations Lack of a career plan Lack of flexibility and autonomy on deciding preferred working time Lack of internal communication in the company Desire to live new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



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Working overtime frequently

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