A higher salary proposal A toxic management Lack of professional recognition Unmet job expectations Desire to live new professional experiences Lack of technical challenges

Lack of internal communication in the company Not having a good relationship with co-workers Lack of flexibility and autonomy on deciding preferred working time An inadequate working environment/physical infrastructure

A repetitive work

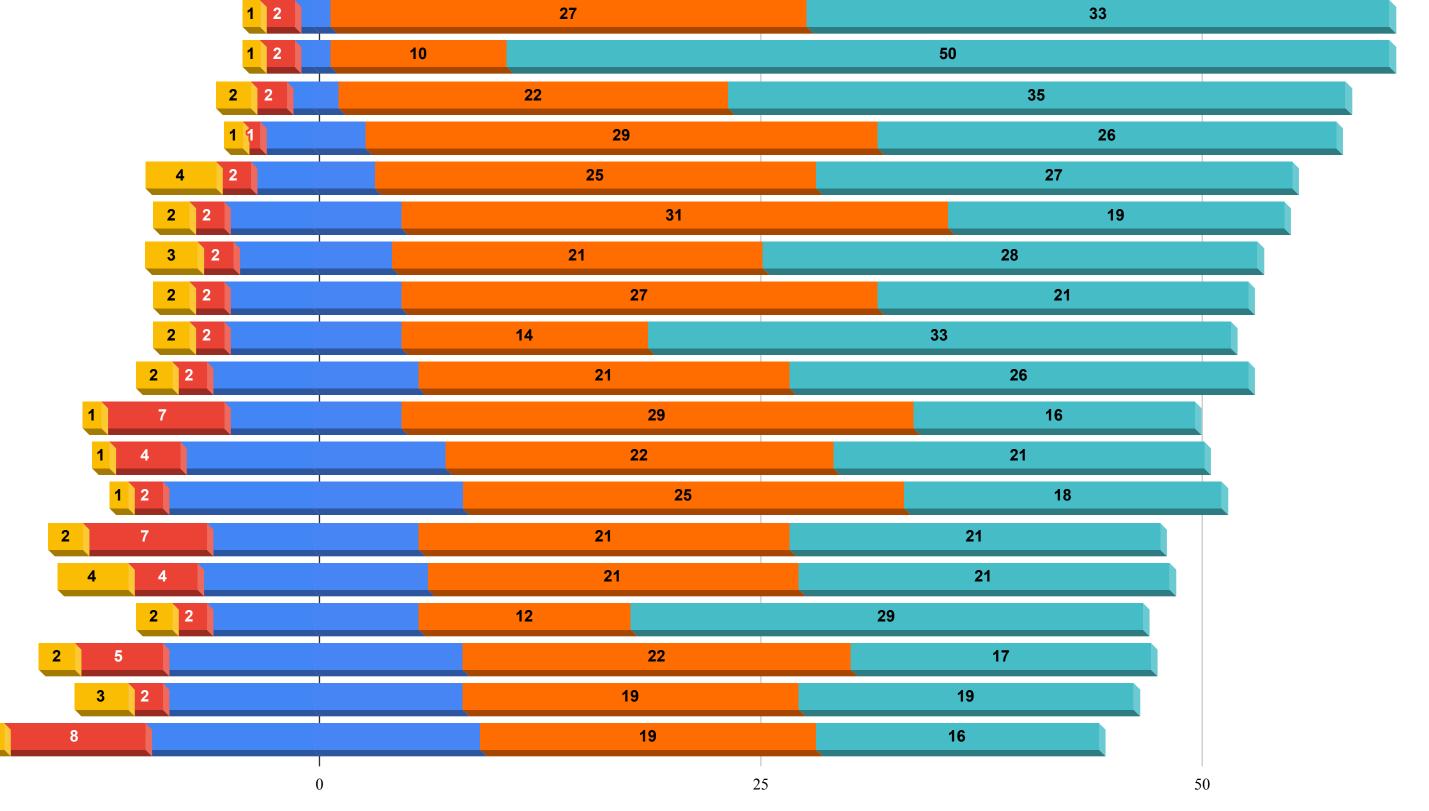
Lack of a career plan

Lack of autonomy to make decisions at work High demand in the industry for software engineers A job offer from a company large and known tech company A job offer in another country

Working overtime frequently

The use of obsolete technologies

Working with short lead deadlines



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