A toxic management

Lack of professional recognition

A higher salary proposal

Not having a good relationship with co-workers

Lack of internal communication in the company

Lack of flexibility and autonomy on deciding preferred working time

Unmet job expectations

Lack of a career plan

Lack of technical challenges

Lack of autonomy to make decisions at work

Desire to live new professional experiences

A repetitive work

Working overtime frequently

An inadequate working environment/physical infrastructure

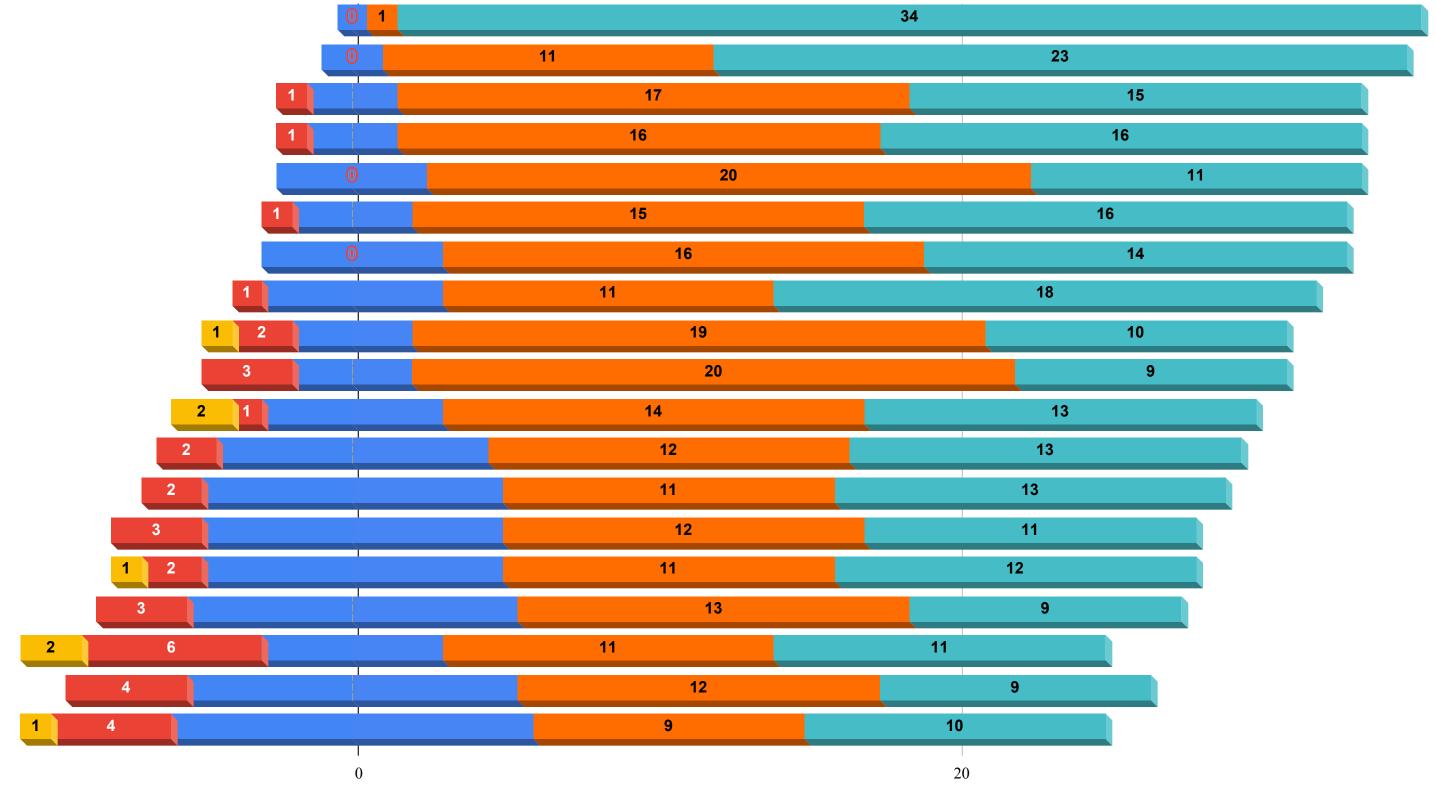
Working with short lead deadlines

The use of obsolete technologies

A job offer in another country

High demand in the industry for software engineers

A job offer from a company large and known tech company



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Neutral Somewhat disagree Strongly disagree Neutral Somewhat agree Strongly agree