Summary Glassdoor:

The study implemented by Glassdoor [9], concluded five main trends based on the transitions of employees across different organizations. First, most employees would rather change the organization when changing jobs. The probability that an employee will stay in an organization increase by 4% for every one-star increase in the company’s overall rating on Glassdoor. Second, the majority of Glassdoor users change their jobs frequently. That is supported by the data shared by the U.S. Bureau of Labor and Statistics, where on average, an American worker changes employers 11.7 times before age 48. Moreover, on average, the time spent at the original job is 15 months. On average, for every 10 months of stagnation in a specific role, there is 1 percent higher probability that the employee will leave to another organization. Third, the rate of changing job differs from one sector to another, where the industry with the most frequent job changes is construction. On the other hand, the governmental jobs are less likely to lose their employees. The ratio of the average number of months that an employee would spend in Governmental sector versus the construction sector is 18 months to 3 months. Fourth, the majority of the job transitions were paid higher salaries than what they used to take in their original job. According to [9], for every 10% increase in the income, there is 1.5% increase in the likelihood of not leaving the organization. Fifth, the majority of the employees who change their job, move to an organization with better culture and value rating than the original job. It was found that the moves that had higher or lower salary change, tended to have high culture and value rating. Further analysis was run to examine the five trends and it turned out that the top three factors that have an impact on employees’ attrition are salary, culture, and job stagnation (the length of the time spent in the organization within the same role).