***Exit Interview Form***

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| Name: Saklayen Ahmed Emp ID : 90203 | | | DOJ: 21 March 2021 |
| Designation: Article Student | Dept:Audit and Assurance | | Partner: Faruk Uddin Ahmed |
| LWD: 05 April 2023 | | | Notice Period Served: |
| Exit Interview Conducted by: | | Date: | |

*We would appreciate you taking the time to answer the following questions. Your individual responses are treated as confidential and will become part of organization continuous improvement process.*

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| **1. Quality of Work** | **Excellent** | **Good** | **Fair** | **Very Poor** | **Comments** |
| Clarity of role expectation |  |  |  | X |  |
| Satisfaction with job contents |  |  |  | X |
| Growth Prospects |  |  |  | X |
| Training & Development |  |  |  | X |
| Inter/ intra - department Cooperation |  |  |  | X |

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| **2. Relationship with Superior** | **Excellent** | **Good** | **Fair** | **Very Poor** | **Comments** |
| Coaching / Feedback |  |  |  | X |  |
| Demonstration of fairness and equality |  |  |  | X |
| Demonstration of empathetic listening |  |  |  | X |

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| **3. Communication** | **Excellent** | **Good** | **Fair** | **Very Poor** | **Comments** |
| Timeliness of Communication |  |  |  | X |  |
| Transparency of organizational decisions/ communication |  |  |  | X |
| Clarity of organization’s goals |  |  |  | X |

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| **4. Organization’s Culture** | **Excellent** | **Good** | **Fair** | **Very Poor** | **Comments** |
| Level of Empowerment |  |  |  | X |  |
| Level of Teamwork |  |  |  | X |
| Work Life Balance |  |  |  | X |

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| **5. Compensation** | **Excellent** | **Good** | **Fair** | **Yes Poor** | **Comments** |
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| **6. Ethical behavior** | **Yes / No** | **Comments** |
| I have not heard nor am I aware of any unreported incidents or issues with respect to ethics, integrity, corruption or non-compliance with any of our policies and procedures? | Yes |  |
| If I had faced an ethical issue, I would be comfortable to speak up without the fear of retaliation | Yes |  |
| I feel my seniors with whom I have interacted were role models for integrity and ethical behavior | No |  |

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| **7.What did you find most satisfying about your job ?(top three)** |
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| **8. Your suggestions for Strengthening Deloitte Processes :-** |
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What are the reasons for leaving (prioritize top three reasons in a scale of 1 to 3; 1 being the most important – To be Completed by the Interviewer)

|  | **Reasons for Leaving** | **Pl qualify the reason as per description given here** | **From the 10 reasons given below pl rank the top three reasons on a scale of 1 to 3 (1 being the most important reason to quit -To be completed by the Interviewer)** |
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| **1)** | **Career Growth** |  |  |
| **a)** | Higher Designation | Yes/ No |  |
| **b)** | Own Venture | Yes/ No |  |
| **c)** | Limited Opportunities at Deloitte | Yes/ No | Yes (NUFHAS) |
| **d)** | Lack of Development (L&D) Efforts | Yes/ No | Yes |
| **e)** | Lack of Promotion | Yes/ No | Yes |
| **2)** | **Change in Career** |  |  |
| **a)** | Change in Specialization | Yes/ No |  |
| **b)** | Migration to Industry/Banks | Yes/ No |  |
| **c)** | Role & Expectation Mismatch | Yes/ No |  |
| **3** | **Remuneration/Compensation** |  |  |
| **a)** | External Parity(Same Level, Higher Money) | Yes/ No |  |
| **b)** | Internal-Reward/Parity |  |  |
| **c)** | Recognition | Yes/ No |  |
| **4** | **Interpersonal Relation** |  |  |
| **a)** | Issues in Superior Subordinate Relations | Yes/ No |  |
| **b)** | Inappropriate Team Environment | Yes/ No |  |
| **5** | **Leadership** |  |  |
| **a)** | Lack of Clarity in Role/Deliverables | Yes/ No |  |
| **b)** | Lack of Orientation (eg AS2) | Yes/ No |  |
| **c)** | Lack of Appropriate autonomy | Yes/ No |  |
| **d)** | Lack of Feedback | Yes/ No |  |
| **e)** | Disagreement with performance rating | Yes/ No |  |
| **6** | **Overseas Opportunity** |  |  |
| **a)** | Taking up Job overseas | Yes/ No |  |
| **b)** | Lack of overseas opportunities | Yes/ No |  |
| **7)** | **Work Life Balance** |  |  |
| **a)** | Extensive Travel | Yes/ No |  |
| **b)** | Health | Yes/ No |  |
| **c)** | Family Reasons | Yes/ No |  |
| **d)** | Long Working | Yes/ No |  |
| **8)** | **Other's** |  |  |
| **a)** | Infrastructure | Yes/ No |  |
|  | Personal Reason (Includes Relocation) | Yes/ No |  |
| **9)** | **Education** |  |  |
| **a)** | Further Education (Domestic) | Yes/ No |  |
| **b)** | Further Education (International) | Yes/ No |  |
| **10)** | **Company Initiated** |  |  |
| **a)** | Performance related | Yes/ No |  |
| **b)** | Ethics &Integrity | Yes/ No |  |

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| **Interviewer’s observation & comments** *(to be recorded after the exit interview)* |
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***Signature of Interviewer***