

# Top-Ten Reasons Why People Quit Their Jobs

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*Source:* <http://sci.tech-archive.net/Archive/sci.med.transcription/2005-12/msg01994.html>

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- *From:* "Abeille" <[AbeilleDeSucre@xxxxxxx](mailto:AbeilleDeSucre@xxxxxxx)>
  - *Date:* 21 Dec 2005 07:07:09 -0800
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Subj: MTIndia Newsletter ~ Top-Ten Reasons Why People Quit Their Jobs  
Date: 12/20/2005 8:04:24 PM Pacific Standard Time  
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Contact: Venkat Nimmagadda, General Manager, HR, at Worldtech MGR Estates, Saibaba Temple Road, Punjagutta, Hyderabad 500082.  
Tel # 040-2335-2700/2698 or mail your resumes to  
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### Top-Ten Reasons Why People Quit Their Jobs

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Dear Friends,

There are many reasons why good employees quit; most are preventable. From my years of experience of handling people, I've identified a "Top Ten" list of reasons why people leave jobs:

1. Management doesn't allow the rank and file to make decisions or allow them pride of ownership.
2. Management doesn't have or take the time to clarify goals and decisions. Therefore, it rejects work after it is completed, damaging the morale and esteem of those who prepared it.
3. Management shows favoritism and gives some workers better offices, trips to conferences, etc.
4. Management constantly reorganizes, shuffles people around, and changes direction.
5. Management promotes someone who lacks training and/or necessary experience to supervisor, alienating staff and driving away good employees.
6. Management cuts back on administrative help, forcing professional workers to use their time copying, stapling, collating, filing and other clerical duties.
7. Management puts a freeze on raises and promotions, when an employee can easily find a job earning 20-30 percent more somewhere else.
8. Management creates a rigid structure and then allows departments to compete against each other while at the same time preaching teamwork and cooperation.
9. Management relocates the offices to another location, forcing employees to quit or double their commute.

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10. Management demands that one person do the jobs of two or more people, resulting in longer hours.

Interesting, isn't it, that all ten factors begin with the phrase "Management.."

Interesting, too, is just how many of these high-turnover factors are preventable. My retention survey confirmed the truth of the saying, "Employees don't quit their companies, they quit their bosses."

Soft management skills-people skills-are the critical element in battling high turnover and creating a high-retention workforce or what I call "retentionship."

And here is ULTIMATE Management Lesson for MTs:

A crow was sitting on a tree, doing nothing all day. A small rabbit saw the crow, and asked him, "Can I also sit like you and do nothing all day long?". The crow answered: Sure, why not." So, the rabbit sat on the ground below the crow and rested. All of a sudden, a fox appeared, jumped on the rabbit and ate it.

"To be sitting and doing nothing, you must be sitting very, very high up."

Cheers!!! :)

Maj (Dr.) Amit Chatterjee, SM  
Strategist / Founder ~ <mailto:MTIndia@xxxxxxxx>  
MT India ~ <http://mtindia.org>  
"The Community of MT Professionals"

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NEWS AND VIEWS :

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### 1) Spheris buys Vianeta Communications

Spheris Inc., a medical transcription technology and services company, said on Tuesday it has agreed to buy Vianeta Communications of Milpitas. The sale is expected to close in the first quarter of 2006. Financial terms were not disclosed.

Spheris serves more than 450 health systems, hospitals and group practices in the United States and Canada. It has 6,000 employees more than 5,500 of whom are medical transcriptionists who transcribe notes that doctors

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dictate into handheld devices or phones. Vianeta's software will enhance Spheris' existing technology. Based in Franklin, Tenn., Spheris has operations in St. Petersburg, Fla., Sterling, Va.; Bangalore, India, and Coimbatore, India. Spheris has no current plans to move Vianeta's operations or lay off any employees.

[http://sanjose.bizjournals.com/sanjose/stories/2005/12/19/daily13.html?jst=b\\_in\\_hl](http://sanjose.bizjournals.com/sanjose/stories/2005/12/19/daily13.html?jst=b_in_hl)

### 2) Fortune Infotech to become subsidiary of Covansys

Covansys Corporation of USA is set to take over Vadodara-based business process outsourcing (BPO) company Fortune Infotech Ltd (FIL) and convert it into its wholly owned subsidiary.

Talking to Business Standard, K K Patel, CEO of FIL, said, "We will de-list the company from the ASE and VSE by the first week of January 2006". Once the delisting of the company completes, the FIL will be converted into a private limited company from its present status of public limited company.

"The US based Covansys Corporation is more keen in having full control over FIL" said Patel. Covansys Corporation USA, picked up 75 per cent equity stake in FIL at the rate of Rs 32.50 per share through its own wholly owned subsidiary the Covansys (India) Private Ltd. Covansys India has further increased its stake to 95 per cent till date. Covansys is a global IT solution provider company with its revenue touching \$374.4 million in 2004. Fortune Infotech's core competency was as a back office services provider with focus on health care services such as medical transcription.

"We will expand by entering into financial back office service during 2006" said Patel. The company planned to enter into financial services such as, tax processing, mortgage and title processing, banking transactions, corporate expense audit of accounts and many more.

The company will expand its operations in Bangalore and Vadodara in 2006. In

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Vadodara the new capacity will commence operations by mid 2006. Out of the 1000 employee the company intends to hire after the expansion, 650 will be based in Vadodara and 350 in Bangalore. FIL currently had 400 employees at its Vadodara facility and 300 employees at its Bangalore unit.

[http://www.business-standard.com/iceworld/storypage\\_link.php?chklogin=N&autono=209024&lselect=2&leftnm=lm](http://www.business-standard.com/iceworld/storypage_link.php?chklogin=N&autono=209024&lselect=2&leftnm=lm)

### 3) Mysore IT firms mull over security for women

Sources in the IT industry of Mysore, which has 28 units, expressed concern over the ghastly murder of a lady employee of a call centre in Bangalore.

Nearly 20 companies are engaged on Medical Transcription, employing about 1,000 in Mysore city. One of the companies, COMAT, with two units, one in Kuvempunagar and the other in Saraswathipuram, has about 500 employees, nearly half of them being women.

An executive of the company told Star of Mysore that no employee was required to stay in the company premises beyond 10 pm and all of them come to work and return home on their own. The company does not take the responsibility for their security during their trips between home and office, which is also true for all other companies.

<http://www.starofmysore.com/searchinfo.asp?search1=8177&search2=newsheadlines>

### 4) Neurosurgeon Wins 2005 Dell/NFIB Small Business Award

The National Federation of Independent Business and Dell Inc. recognized local business owner Dr. Timothy Kriss with the 2005 Dell/NFIB Small Business Excellence Award. Dr. Kriss is a neurosurgeon who travels between three Kentucky communities Versailles, Frankfort and Maysville to provide specialty medical services to patients near their homes.

As an alternative to the many large medical practices in operation today, Dr. Kriss started his own mobile medical practice in order to offer patients convenient, personal service without sacrificing accessibility to necessary medical equipment and information. Dr. Kriss uses two laptops that he

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takes  
with him as he travels between clinics. The computers hold  
electronically  
stored medical records for more than 5,000 patients. He has also  
integrated  
voice-recognition software to generate notes, orders and diagnosis in  
order  
to bypass the need for traditional transcription services.

<http://www.theautochannel.com/news/2005/12/13/173620.html>

5) AssistMed Inc. of California completes acquisition of all the assets  
of  
Cogient Corp.

AssistMed Inc. ("AssistMed"), a Los Angeles-based provider of community  
electronic health records and health data integration products, and  
Cogient  
Corp. ("Cogient"), Internet-based practice management and Electronic  
Medical  
Record (EMR) Company announce the completion of the acquisition by  
AssistMed  
of all the assets of Cogient. Pursuant to a stock purchase agreement  
dated  
November 28, 2005, AssistMed acquired all the issued and outstanding  
shares  
of AssistMed Canada Inc. from Cogient Corp. The terms of the  
transaction  
involved AssistMed paying US\$1,340,000, issuing 5,250,000 shares of  
common  
stock of AssistMed and issuing promissory notes in the aggregate  
amounts of  
\$360,000 to Cogient in consideration of the all the shares of AssistMed  
Canada Inc.

<http://www.ccnmatthews.com/news/releases/show.jsp?action=showRelease&searchText=false&showText=all&action>

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- ◆ ***Re: Top-Ten Reasons Why People Quit Their Jobs***

- ◇ *From:* Melinda Meahan – take out TRASH to send

- Prev by Date: ***Doggie Wonderland***
- Next by Date: ***Re: 'anti-Xmas' thread followup***
- Previous by thread: ***Doggie Wonderland***
- Next by thread: ***Re: Top-Ten Reasons Why People Quit Their Jobs***
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