Small Business, Big Expectations: Why Employees Stay and Leave

Recruitment and retention are two of the biggest stressors for small business leaders. So, what can they do to stay competitive in the employment landscape?

We asked 500 full-time employees who work at small businesses about their reasons for staying and leaving. This is what they said.

29%

are worried about being laid off

60%

plan to explore new job opportunities

Top motivators for accepting a new job are:

60%

Salary

47%

It's close to home

45%

Health insurance

41%

Remote and hybrid work

41%

Work-life balance

Negative HR experiences likely to cause turnover are:

50%

Payroll mistakes 42%

Poor benefits enrollment

42%

Poor culture

34%

Scheduling mistakes

32%

Unresponsive HR

Top motivators for accepting a new job are:

37%

The work they do

27%

The company as a whole

14%

compensation

Their

9%

experience

Their

7%

Their colleagues

How do you improve experience and retain top talent?



say the experience they receive at work impacts the experience they give customers.



The most important parts of employee experience are:

21% Development

20% Payroll

10% Recruitment

16% Collaboration

10% Scheduling

Provide a better employee experience.

Request a Demo

Discover how isolved can help.

*Survey conducted of 502 full-time employees at businesses with 200 or less employees.



Source: isolved's 2023-2024 Voice of the Workforce Report