



Hardcover • 6<sup>1</sup>/<sub>8</sub> x 9<sup>1</sup>/<sub>4</sub> • 240 pages

0-8144-0851-6 • \$24.95

**LEIGH BRANHAM** (Kansas City, MO) is the author of *Keeping the People Who Keep You in Business*, and Principal of Keeping the People, Inc. He is widely recognized as an authority on employee engagement and the best practices of organizations that continually boast exceptional retention.

Do you know what's *really* driving good employees out of your company? Find out before it's too late.

## The 7 Hidden Reasons Employees Leave

*How to Recognize the Subtle Signs and Act Before It's Too Late*

Leigh Branham

More than 85% of managers believe employees leave because they have been pulled away by "more pay" or "better opportunity." Yet, more than 80 percent of employees say it was "push" factors related to poor management practices or toxic cultures that drove them out. This gaping disparity between belief and reality keeps organizations from addressing the costly problems of employee disengagement and regrettable turnover with on-target solutions.

*The 7 Hidden Reasons Employees Leave* gives readers a deeper understanding of why conventional exit interviewing doesn't work, and what organizations can do to identify, prevent, and correct the root causes of these problems. This valuable book shows how to avoid job-person mismatches, how to align employee expectations with the realities of the position and the company, how to provide constructive feedback and coaching that breeds employee confidence, and much more.

*The 7 Hidden Reasons Employees Leave* incorporates data from surveys of 19,700 employees performed by the Saratoga Institute, an internationally recognized research organization.

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