



Bad bosses are bad for business

Employers that neglect concerns about trust in senior leaders, stress in the workplace or job satisfaction risk losing key staff, new research has concluded. The Chartered Institute of Personnel and Development's (CIPD) quarterly Employee Outlook survey has found that employees are much more likely to be among the 22 per cent currently looking for a new employer if they express low trust in their senior managers, are dissatisfied with their job or are under excessive pressure every day.

Only 8 per cent of employees that are satisfied with their job are looking for a new employer, compared to 57 per cent of dissatisfied employees.

People who face excessive pressure in their jobs on a daily basis are almost twice as likely to be looking for a new job (39 per cent) than those who only experience excessive pressure once or twice a month (21 per cent). CIPD's Claire McCartney commented: 'Trust forms a key part of the employment relationship and if employees feel there is a gap between what directors say and do, or that there is a lack of transparency or fairness in terms of how people are recognised and rewarded, they are likely to feel disenchanted.'

The openness, quality and frequency of communication from the top is also critical to trust, as is the extent to which any consultation is meaningful and happens before decisions are taken.'

[CIPD news release](#)