

SEPARATION REASON CODE DEFINITIONS

PPDB RESIGNATION CODE 520

New Codes Effective July 4, 2003

Leaving for another job/public sector, in state

- 1A - Change of duties/assignment
- 1B - Compensation/rewards or benefit issues
- 1C - Dissatisfaction with organizational culture
- 1D - Business, ethical or moral issues
- 1E - Insufficient performance feedback
- 1F - Job Abandonment
- 1G - Lack of advancement opportunities
- 1H - Lack of recognition
- 1I - Lack of Teamwork
- 1J - Leadership direction
- 1K - Own or family member health reason(s)
- 1L - Personal (will not disclose)
- 1M - Conflict with Supervisor
- 1N - Conflict with co-workers
- 1O - Poor training/insufficient tools to perform job
- 1P - Transportation/commute issues
- 1Q - Work/life balance issues
- 1R - Workplace policies/practices

Leaving for another job/private sector, in state

- 2A - Change of duties/assignment
- 2B - Compensation/rewards or benefit issues
- 2C - Dissatisfaction with organizational culture
- 2D - Business, ethical or moral issues
- 2E - Insufficient performance feedback
- 2F - Job Abandonment
- 2G - Lack of advancement opportunities
- 2H - Lack of recognition
- 2I - Lack of Teamwork
- 2J - Leadership direction
- 2K - Own or family member health reason(s)
- 2L - Personal (will not disclose)
- 2M - Conflict with Supervisor
- 2N - Conflict with co-workers
- 2O - Poor training/insufficient tools to perform job
- 2P - Transportation/commute issues
- 2Q - Work/life balance issues
- 2R - Workplace policies/practices

Leaving for another job/Public Sector, out of state

- 3A - Change of duties/assignment
- 3B - Compensation/rewards or benefit issues
- 3C - Dissatisfaction with organizational culture
- 3D - Business, ethical or moral issues
- 3E - Insufficient performance feedback
- 3F - Job Abandonment
- 3G - Lack of advancement opportunities
- 3H - Lack of recognition
- 3I - Lack of Teamwork
- 3J - Leadership direction
- 3K - Own or family member health reason(s)
- 3L - Personal (will not disclose)
- 3M - Conflict with Supervisor
- 3N - Conflict with co-workers
- 3O - Poor training/insufficient tools to perform job
- 3P - Transportation/commute issues
- 3Q - Work/life balance issues
- 3R - Workplace policies/practices

Leaving for another job/Private sector, out of state

- 4A - Change of duties/assignment
- 4B - Compensation/rewards or benefit issues
- 4C - Dissatisfaction with organizational culture
- 4D - Business, ethical or moral issues
- 4E - Insufficient performance feedback
- 4F - Job Abandonment
- 4G - Lack of advancement opportunities
- 4H - Lack of recognition
- 4I - Lack of Teamwork
- 4J - Leadership direction
- 4K - Own or family member health reason(s)
- 4L - Personal (will not disclose)
- 4M - Conflict with Supervisor
- 4N - Conflict with co-workers
- 4O - Poor training/insufficient tools to perform job
- 4P - Transportation/commute issues
- 4Q - Work/life balance issues
- 4R - Workplace policies/practices

Leaving for other pursuits/Education

- 5A - Change of duties/assignment
- 5B - Compensation/rewards or benefit issues
- 5C - Dissatisfaction with organizational culture
- 5D - Business, ethical or moral issues
- 5E - Insufficient performance feedback
- 5F - Job Abandonment
- 5G - Lack of advancement opportunities
- 5H - Lack of recognition
- 5I - Lack of Teamwork
- 5J - Leadership direction
- 5K - Own or family member health reason(s)
- 5L - Personal (will not disclose)
- 5M - Conflict with Supervisor
- 5N - Conflict with co-workers
- 5O - Poor training/insufficient tools to perform job
- 5P - Transportation/commute issues
- 5Q - Work/life balance issues
- 5R - Workplace policies/practices

Leaving for other pursuits/Relocation

- 6A - Change of duties/assignment
- 6B - Compensation/rewards or benefit issues
- 6C - Dissatisfaction with organizational culture
- 6D - Business, ethical or moral issues
- 6E - Insufficient performance feedback
- 6F - Job Abandonment
- 6G - Lack of advancement opportunities
- 6H - Lack of recognition
- 6I - Lack of Teamwork
- 6J - Leadership direction
- 6K - Own or family member health reason(s)
- 6L - Personal (will not disclose)
- 6M - Conflict with Supervisor
- 6N - Conflict with co-workers
- 6O - Poor training/insufficient tools to perform job
- 6P - Transportation/commute issues
- 6Q - Work/life balance issues
- 6R - Workplace policies/practices

Leaving for other pursuits/Military Service

- 7A - Change of duties/assignment
- 7B - Compensation/rewards or benefit issues
- 7C - Dissatisfaction with organizational culture
- 7D - Business, ethical or moral issues
- 7E - Insufficient performance feedback
- 7F - Job Abandonment
- 7G - Lack of advancement opportunities
- 7H - Lack of recognition
- 7I - Lack of Teamwork
- 7J - Leadership direction
- 7K - Own or family member health reason(s)
- 7L - Personal (will not disclose)
- 7M - Conflict with Supervisor
- 7N - Conflict with co-workers
- 7O - Poor training/insufficient tools to perform job
- 7P - Transportation/commute issues
- 7Q - Work/life balance issues
- 7R - Workplace policies/practices

Leaving for other pursuits/Stay home

- 8A - Change of duties/assignment
- 8B - Compensation/rewards or benefit issues
- 8C - Dissatisfaction with organizational culture
- 8D - Business, ethical or moral issues
- 8E - Insufficient performance feedback
- 8F - Job Abandonment
- 8G - Lack of advancement opportunities
- 8H - Lack of recognition
- 8I - Lack of Teamwork
- 8J - Leadership direction
- 8K - Own or family member health reason(s)
- 8L - Personal (will not disclose)
- 8M - Conflict with Supervisor
- 8N - Conflict with co-workers
- 8O - Poor training/insufficient tools to perform job
- 8P - Transportation/commute issues
- 8Q - Work/life balance issues
- 8R - Workplace policies/practices

Leaving for other pursuits/Resignation without notice/reason

- 9A - Change of duties/assignment
- 9B - Compensation/rewards or benefit issues
- 9C - Dissatisfaction with organizational culture
- 9D - Business, ethical or moral issues
- 9E - Insufficient performance feedback
- 9F - Job Abandonment
- 9G - Lack of advancement opportunities
- 9H - Lack of recognition
- 9I - Lack of Teamwork
- 9J - Leadership direction
- 9K - Own or family member health reason(s)
- 9L - Personal (will not disclose)
- 9M - Conflict with Supervisor
- 9N - Conflict with co-workers
- 9O - Poor training/insufficient tools to perform job
- 9P - Transportation/commute issues
- 9Q - Work/life balance issues
- 9R - Workplace policies/practices

Separation Reason Codes for PA CODE 520 - OBSOLETE July 4, 2003.

- 20 = transferring to a higher-ed institute, 21 = wants to stay home, 22 = similar job,
23 = higher level job, 24 = different type job, 25 = ill, 26 = relocation, 27 = education,
28 = another job, 29 = other