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

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