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## Discussion-Opinion-Editorial

# Why to Leave or Stay in a Mining Job? Knowing and Appreciating it is Key to Retain Talents

In an August 2019 survey by Mining People, an Australian mining organization for 27 years, the respondents of Australia were asked why they would want to leave or have left the mining jobs. The results are in the following table (as per <https://www.miningpeople.com.au/news/what-are-the-top-reasons-people-leave-their-mining-jobs>). Interestingly there was a difference of about two and half years between the surveys—that could be due to some situational changes.

### What do these Poll Results Show Us?

Firstly, there are evidently many other reasons for people leaving mining jobs that are not immediately obvious. We can though group the responses into three headline categories:

### The Reasons Notable Reductions Occurred:

**Redundancy**—This should come as the employers must have found ways to gainfully employ them.

Reasons		July 2019	Feb 2017
Other reasons	131	21.62%	40.50%
I was made redundant	99	16.34%	14.64%
I resigned for personal or family reasons	79	13.04%	22.27%
I resigned to achieve career progression	68	11.22%	2.49%
I resigned because I did not relate to the culture of the company or my teammates	64	10.56%	7.94%
I resigned to go to a better paying job	62	10.23%	7.17%
I resigned because the job was not how it was initially described to me	53	8.75%	<b>650</b>
Total no of respondents	<b>606</b>	<b>100.00%</b>	<b>100.00%</b>

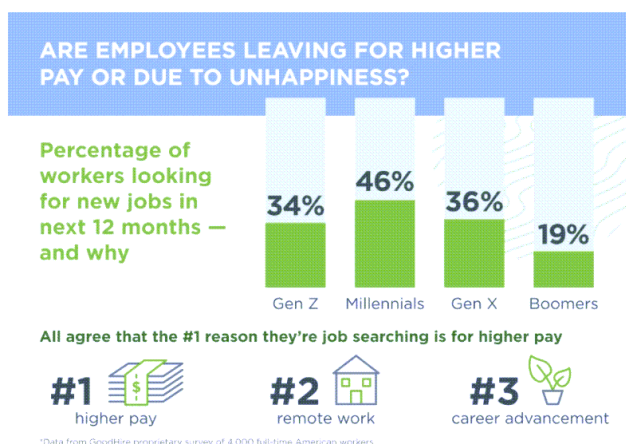
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**To Achieve Career Progression**—It seems people are perhaps getting more options presented to them, as their current mining company employer has no clues on how to retain them.

### The Reasons Notable Increases Occurred:

**Did not Relate to the Workplace Culture or Teammates**—People are probably more confident of leaving for such reasons, knowing that if one mining company is not investing in creating a good workplace culture, there will be others out there.

**Not getting on with the Boss**—Similar to workplace culture, if people find themselves with a boss they do not like, they are far more confident there is one out there they will relate to.



### Two Interesting Things that did not Change Much as Reasons for Leaving:

**Personal or Family Reasons**—An employer could argue this is out of their control, but at 13% it is still a big number. With more attention paid to mitigating the impacts of work life on home life in the mining industry, and with fly-in fly-out in particular, this number should come down, hopefully, and further reduce some unnecessary and expensive turnover.

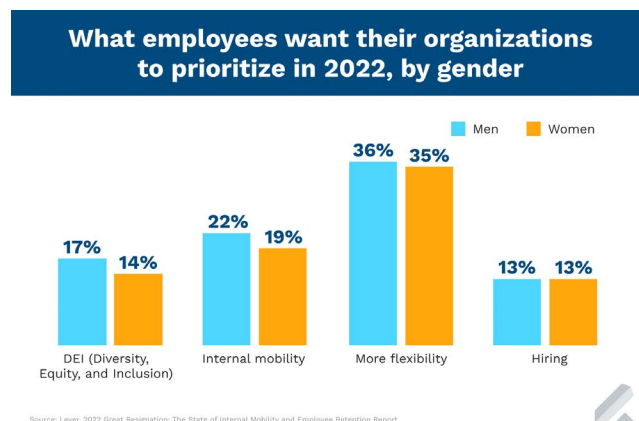
**The Job was Misrepresented**—At 9%, this is also a large number and perhaps could be reduced by more careful attention to those involved in recruitment and final interviews.

The above results are not universal. But in many countries, including India, the best mining talents are not sticking to mining. We know that when people lose or

leave their job in the mining industry, for various reasons they will keep looking to get a similar job for a certain period of time. They do this because the incomes are good and it is worth persisting for a while. Eventually though they give up and must make a permanent decision to move away from mining and either retrain in a totally different area, or if they are old enough, some look to restructure their financial circumstances and retire altogether.

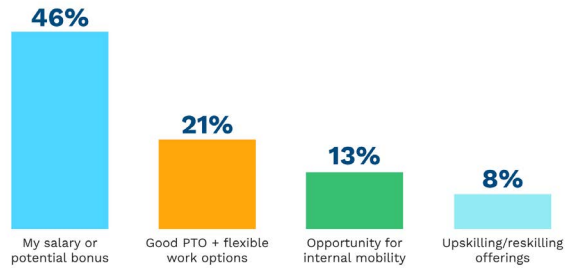
### The Challenges of Recruiting the Right Millennials

Right now, the mining industry is not attracting sufficient numbers of diverse candidates to truly move the dial on its diversity and inclusion strategies. To shift this balance, companies will need to change their talent attraction and retention policies. “Most critically, miners will struggle to meet their digitization, automation, and innovation goals if they cannot attract what is quickly becoming the most in-demand cohort of talent in the world.”



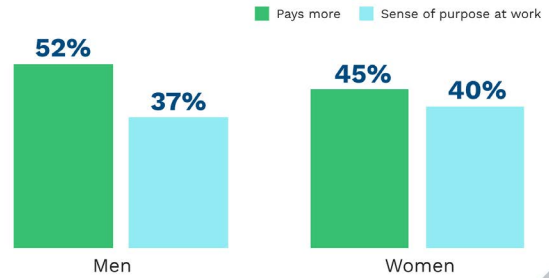
That the industry is burdened with a perception problem among young people making career choices. The mining industry faces a massive generational shift in countries like India and Canada, with 26% -40% of the current workforce expected to retire in the next ten years. To attract young talent, companies need to change historical perceptions about the mining industry itself. Millennials have grown up in the information age, meaning that their lives are centered on the production and consumption of information, with nothing pointing them back to the raw materials that make up the basic components of our world.

### What are your greatest motivators for staying at your current company?



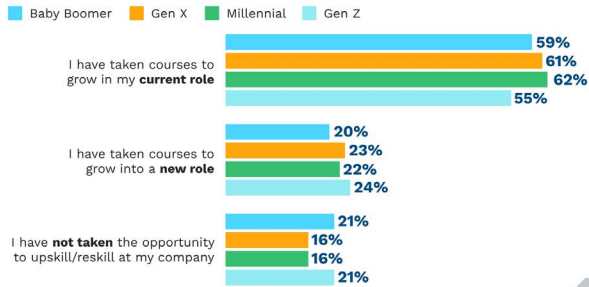
Source: Lever, 2022 Great Resignation: The State of Internal Mobility and Employee Retention Report

### More pay vs. sense of purpose, by gender



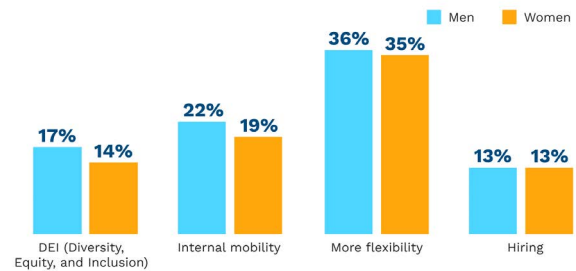
Source: Lever, 2022 Great Resignation: The State of Internal Mobility and Employee Retention Report

### How employees are using upskilling opportunities, by generation



Source: Lever, 2022 Great Resignation: The State of Internal Mobility and Employee Retention Report

### What employees want their organizations to prioritize in 2022, by gender



Source: Lever, 2022 Great Resignation: The State of Internal Mobility and Employee Retention Report