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Making that critical move

You have accepted a better-paying job. But your current boss proposes a counter offer. Consider your move carefully, and emerge a winner.

The economy has picked up. You get a job offer that promises a better pay package than your current position.

You are excited about securing a dream job with an esteemed company, and you sign the employment letter.

You pen your resignation notice. And you present it to your boss.

But he doesn't accept it!

Instead he makes a counter-offer that matches the package of your new employer.

What do you do?

Here are seven points to consider:

1. Do you want to work for a company that gives you a pay rise only when you resign? Why didn't your boss make the offer earlier? Could it be a ploy to buy time until a replacement is found?
2. If the company increases your package to match that of your new employer, was it underpaying you in that past, or will it be over paying you in the future?

If it's the former, ask yourself: What is the employer's motive. If it's the latter scenario, ask yourself: Will I be paid more than my work in the long run? Will I be replaced with someone who costs less?
3. Will your loyalty to the company be questioned in the future? When you hand in your resignation letter, you are effectively severing ties with your employer. Your trustworthiness becomes a contentious issue.
4. Consider your principles and values. You are attracted by the counter-offer and want to take it up.

But are you being professional? You have just entered into a contractual agreement with you new employer. Do you want to break it now? Consider the implications.
5. Your colleagues know you have tendered your resignation. Can you still hold your head up and continue working in the same office?
6. What were the reasons that prompted you to look up other opportunities in the first place? Are those reasons no longer relevant to you?
7. Food for thought: Statistics show that 80 percent of employees, who accept a counter-offer, resign within 12 months after having accepted it!

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