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Intent to Stay Pulse Index

Collect real-time insights to inform data-driven decision making.

Continuous Listening Strategy

Sentiment surveys can tell you a lot about employee attitudes and overall organizational effectiveness. HR Tec developed the **All-In@Work DEIA Survey** as an in-depth assessment of workforce perceptions of diversity, equity, inclusion, and accessibility (DEIA). We recommend using this survey annually or after change initiatives to track DEIA progress.



To facilitate ongoing dialogue, consider incorporating our **All-In@Work Intent to Stay Pulse Index**, which distills the main survey into key elements that impact employees' intent to stay.

Intent to Stay

Intent to stay measures whether employees feel a strong desire to remain with the organization. It is a key performance indicator (KPI) for organizations and is related to employees' commitment to the organization and retention or likelihood of turnover. At HR Tec, we use two items to measure intent to stay:

1. I am considering looking for a job at another organization. (short term)
2. I see myself working for this organization in two years. (long term)

Benefits of Measuring Intent to Stay

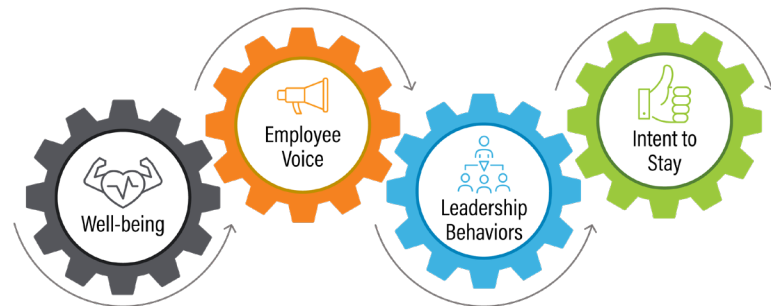
Key drivers of intent to stay are well-being, employee voice, support from leaders, leader behaviors, and justice or fairness perceptions. Organizations that prioritize these drivers have higher levels of employee engagement, motivation, satisfaction, productivity, and performance, as well as lower levels of stress, turnover intentions, and actual turnover.¹

Benefits of a Pulse Survey

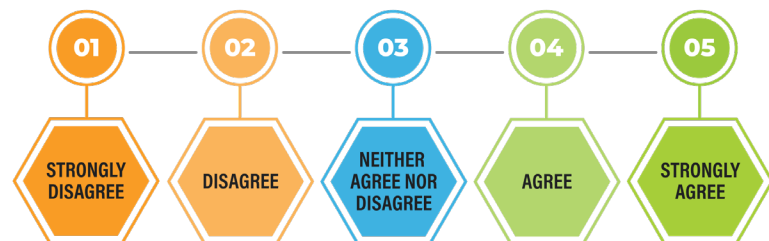
- A cost-effective listening strategy to regularly collect feedback from employees.
- Collect real-time insights to inform data-driven decision making.
- Establish benchmarks to track progress on goals.
- Use results to inform and refine strategies.
- Take proactive steps to retain talent by identifying potential issues that may lead to turnover.
- Monitor employee well-being and support employees' mental health by identifying stressors and strategies to minimize pain points.

All-In@Work Intent to Stay Pulse Index

The **Intent to Stay Pulse Index** contains 16 items, covering the following key elements:



The survey items are paired with a 5-point Likert scale:



Customize It

Enhance your survey by incorporating custom demographic questions and short answer prompts to provide valuable context for the results.

¹ Schleicher, D. J., Hansen, S. D., & Fox, K. E. (2011). Job attitudes and work values. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology*, Vol. 3. Maintaining, expanding, and contracting the organization (pp. 137–189). American Psychological Association <https://doi.org/10.1037/12171-004>