



Phone:
866-933-4999

Email:
info@surveyqwik.com

Website:
www.hrtec.net

Survey Website:
www.surveyqwik.com

Intent to Stay Pulse Index

Collect actionable insights to enhance organizational decision making.

Continuous Listening Strategy

Sentiment surveys provide valuable insights into employee attitudes and overall organizational effectiveness. HR Tec developed the **All-In@Work Survey** to assess key aspects of team dynamics and organizational priorities. We recommend using this survey annually or after major organizational changes to track progress and outcomes.



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

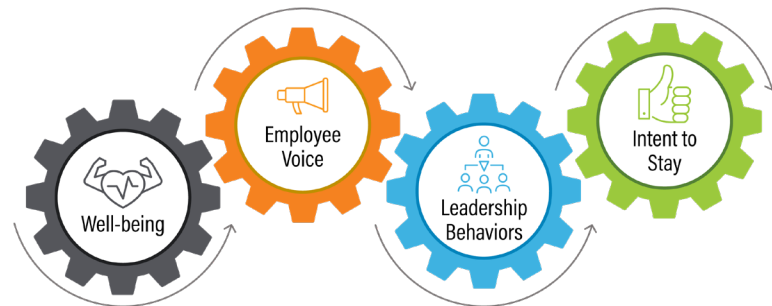
Key drivers of intent to stay are well-being, employee voice, support from leaders, leader behaviors, and perceptions of fairness. Organizations that focus on these drivers experience higher levels of employee engagement, motivation, satisfaction, productivity, and performance, along with reduced stress, turnover intentions, and employee attrition.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 engagement and identify potential challenges to improve workforce satisfaction and productivity.

All-In@Work Intent to Stay Pulse Index

The **Intent to Stay Pulse Index** includes 16 items that focus on key organizational priorities:



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



Customize It

Enhance your survey by incorporating short answer prompts to provide additional context for the results and actionable insights.

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>