

# 17 Essential Survey Questions to Predict Employee Attrition and Turnover

## Introduction

An employee survey about attrition and turnover can give you a glimpse of your future workforce.

Knowledge is power. Knowing how many of your employees are thinking about leaving — and why that's the case — allows you to create strategic retention plans.

Don't wait until it's too late. By intervening before your employees leave, you can increase the chances your top performers stick around.

As an added bonus, your survey insights can help you with long-term organizational planning. This means you'll be able to ensure a smooth transition when key employees retire.



## Survey Questions about Employee Organizational Commitment

1. How likely are you to stay at this organization if you were to receive a 10% salary increase from another organization?

*1 being very likely to leave, 5 being very likely to stay*

2. How enthusiastically would you reapply for a job here?

*1 being extremely unenthusiastically, 5 being extremely enthusiastically*

3. How likely are you to be working here in one year?

*1 being extremely unlikely, 5 being extremely likely*

4. How likely would you be to refer someone to work here?

*1 being extremely unlikely, 5 being extremely likely*

5. How likely would you be to recommend our organization's products or services to a friend or colleague?

*1 being not at all likely, 5 being extremely likely*

## Survey Questions About Employees' Intention to Leave

6. Have you interviewed for another job in the last three months?

*Yes/No*

7. Do you intend to be with the organization after 12 months?

*Yes/No*

8. I have never considered quitting my job to pursue non-work options.

*1 being strongly disagree, 5 being strongly agree*

9. I am likely to stay with this organization for the next year.

*1 being strongly disagree, 5 being strongly agree*

10. How likely is it that you will leave the organization in the next 12 months?

*1 being very unlikely, 5 being very likely*

11. If you were to give notice and leave our organization, what would the primary reason be? \_\_\_\_\_

## Survey Questions about Employees' Job Alternatives

12. It would be difficult for me to find another job as good as this one.

*1 being strongly disagree, 5 being strongly agree*

13. I have a low probability of finding an acceptable alternative to my job.

*1 being strongly disagree, 5 being strongly agree*

14. If you search for an alternative job within a year, what are the chances you can find an acceptable job?

*1 being very high chance, 5 being very low chance*

15. If you have received a job offer in the past year, to what extent did you consider accepting it?

*1 being I almost left, 5 being I didn't consider it*

16. If you received a job offer today, to what extent would you consider accepting it?

*1 being very high chance, 5 being very low chance*

17. How secure do you feel in your current role?

*1 being not secure at all, 5 being extremely secure*

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