



### **HR Tools for Controlling Attrition Rate**

#### **How long are you employed?**

- Less than 1 year
- 1 to 2 year
- 2 to 3 year
- 3 to 4 year

#### **What factors influence you to stay in the organisation where you are presently employed?**

- Pay
- Better promotional opportunities
- Team culture / peer relations
- Better retirement plan Job security

#### **How satisfied are you with the career development opportunities in your organisation**

- Dissatisfied
- Somewhat dissatisfied
- Neutral
- Satisfied
- Very satisfied

#### **What is your level of satisfaction with the attitude of team work?**

- Dissatisfied
- Somewhat dissatisfied
- Neutral
- Satisfied
- Very satisfied

#### **I feel that my contribution and efforts is appreciated by the authority**

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

#### **Career advancement opportunities are limited**

- Strongly disagree
- Disagree
- Neutral
- Agree



- Strongly agree

**The workload placed is fair and realistic**

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

**What is good/enjoyable/satisfying for you in this organisation?**

**What is frustrating/difficult/upsetting to you in the present organisation?**

**What could you have done better or more for the organisation if given an opportunity?**

**How could the organization have enabled you to make fuller use of your capabilities and potential?**

**What can you say about communications within the organization?**

**How could the organization reduce stress levels among employees where stress is an issue?**

**How can the organization gather and make better use of the views and experience of its people?**

**How long will you be in the same organisation?**

- 2-5 years
- 6 - 10 years
- 11 - 15 years
- Till retirement