

## TURNOVER INTENTION SCALE (TIS)

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The following section aims to ascertain the extent to which you intend to stay at the organization.

Please read each question and indicate your response using the scale provided for each question:

### DURING THE PAST 9 MONTHS...

1	How often have you considered leaving your job?	<b>Never</b>	1-----2-----3-----4-----5	<b>Always</b>
2	How satisfying is your job in fulfilling your personal needs?	<b>Very satisfying</b>	1-----2-----3-----4-----5	<b>Totally dissatisfying</b>
3	How often are you frustrated when not given the opportunity at work to achieve your personal work-related goals?	<b>Never</b>	1-----2-----3-----4-----5	<b>Always</b>
4	How often do you dream about getting another job that will better suit your personal needs?	<b>Never</b>	1-----2-----3-----4-----5	<b>Always</b>
5	How likely are you to accept another job at the same compensation level should it be offered to you?	<b>Highly unlikely</b>	1-----2-----3-----4-----5	<b>Highly likely</b>
6	How often do you look forward to another day at work?	<b>Always</b>	1-----2-----3-----4-----5	<b>Never</b>